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ABSTRACT

As part of the 1989 triennial registration of registered nurses (RNs) in New York State, a survey of professional, personal, and practice characteristics of nurses was conducted. Basic information from this survey is enhanced by information from earlier surveys to illustrate significant trends. Usable survey questionnaires were received from 176,746 RNs, 89 percent of the number who renewed their registration in 1989. The sample included about 34,000 RNs who were not employed in nursing at the time of the study. Results suggest that nursing shortages are not due to a decline in the number of practicing RNs. Most of the New York RNs are white, but minority representation has been increasing slowly to the present level of almost 23 percent. Hospitals and nursing homes remain the primary places of employment, and patient care the primary responsibility. In 1973, nearly 80 percent of the RNs had received their basic training in a diploma program, but by 1989 only 41 percent reported a diploma program as their basic nursing preparation. Currently, 31 percent have completed an associate program and 27 percent have completed a bachelor's or master's degree program. For 75 to 82 percent, the nursing degree is the highest wegree they hold. Twenty-five figures and 64 tables present characteristics of New York's RNs. An appendix adds demographic information in six tables. (SLD)



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A SURVEY OF REGISTERED NURSES IN NEW YORK STATE



The University of the State of New York
The State Education Department
Bureau of Postsecondary Research and Information Systems
Albany, New York 12230

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A Survey of Registered Nurses in New York State

The University of the State of New York
THE STATE EDUCATION DEPARTMENT
Bureau of Postsecondary Research and Information Systems
Albany, New York 12230

June 1992





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Introduction

This report presents the results of a survey conducted as part of the 1989 triennial registration of New York State registered nurses.

The Division of Professional Licensing Services within the Office of the Professions, New York State Education Department, is responsible for licensing and registering 34 professions. License-holders in all professions regulated by the Department are required to re-register every three years if they wish to continue practice within New York State, but registration periods are staggered so that not all professions come due at the same time. Periodically, surveys are conducted in conjunction with the re-registration of selected professions, and in 1989 the Department conducted a survey of registered nurses.

Previous surveys of registered nurses had been made in 1973, 1977, and 1983. This report presents basic information from the 1989 survey, yet draws upon the earlier surveys, particularly the 1983 survey, to illustrate significant trends among registered nurses in New York State. Previous surveys have experienced between 83 and 86 percent response rates.

The questionnaire was developed by the State Board for Nursing with the assistance of a technical advisory committee drawn from the profession. The data analysis and report are products of the Bureau of Postsecondary Research and Information Systems.



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Method

A new three-year registration period for registered nurses (RNs) began on September 1, 1989. As required by State law, all registered licensees in the profession were mailed reregistration applications in April 1989, approximately four months prior to the re-registration deadline. Completion of the survey questionnaire (Appendix A), which requested information on personal, professional, and practice characteristics, was not required for reregistration. Registrants were, however, encouraged to complete and return the questionnaire along with their re-registration application.

Usable survey questionnaires were received from 176,746 RNs. This represents 89 percent of the number of RNs who renewed their registration (198,178).

Although the data contained in this report chiefly describe RNs in practice within the State, questionnaires were also received from approximately 34,000 RNs who stated they were not employed in nursing, and their responses will be considered as an integral part of the overall picture of New York's professional nurses.

Although the primary purpose of this report is to describe the information collected in the 1989 survey, where relevant, comparisons are made with data from previous surveys. There are differences among the questionnaires used since 1973, although several items have remained the same. The most notable change was the use of machine-scannable forms for the 1989 survey, saving considerable time in data entry and file creation. All four surveys (1973, 1977, 1983, and 1989) have asked RNs about age, gender, racial/ethnic background, basic nursing education, and practice status, location, setting, clinical area, and primary responsibility. In 1973 and 1977 marital status was an item, but it was dropped in 1983 and 1989. The 1977 survey omitted items on salary as well as reasons for not being employed in nursing. Only in the 1989 questionnaire was an attempt made to ascertain whether RNs might be planning on leaving nursing employment or, if they already had, when they might return. Questions on graduate nursing education were only asked in 1983 and 1989. Items on previous licensure as an LPN and amount of overtime only appear in 1989, and an item on distance traveled to work only in 1973.



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The Supply of Registered Nurses in Historical Perspective

In 1988 New York State with 179,000 registered nurses was second only to California (192,000). (Seventh Report to the President and Congress on the Status of Health Personnel in the United States, U.S. Department of Health and Human Services, Bureau of Health Professions, March, 1990, Chapter 8, "Nursing"). Even when standardized for population New York State still substantially exceeds the national average of nurses per population (802 RNs per 100,000 population in 1988, some 20 percent above the national average of 668, Figure 1).

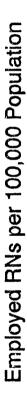
Nationally, the supply of active registered nurses has continued to grow over the past several decades. Between 1977 and 1988 the total number of licensed registered nurses in the nation increased by 45 percent, from 1.4 to just over 2 million registered nurses. The supply of RNs in New York State has also continued to grow over the past several decades. Between 1977 and 1990 the number of registered nurses licensed to practice in New York State increased by 27 percent, from 173,755 to 220,984.

Not all RNs who are registered to practice nursing are actually employed in or active in nursing. Table 1 shows that eighty-one percent of all respondents indicated that they were engaged either full or part time in nursing employment. If we apply the survey percentage (81 percent) to the total number of nurses registered to practice in 1990, the total number of nurses employed in nursing was approximately 179,000. Again, not all of those who are employed in nursing are actually employed in nursing in New York State. Of those employed in nursing, 86 recent (68 percent of all respondents) reported an employment location within New York State (Table 2). Most nurses licensed by New York State are licensed in only one state (87 percent, Table 3). Again applying the survey percentage to the entire registration count means that in 1990 there were approximately 154,000 RNs employed in nursing in New York State. Of those who reported being employed in nursing, 71 percent reported being employed on a full-time basis at the time of the survey (109,300 estimated full-time, New York State located employment).

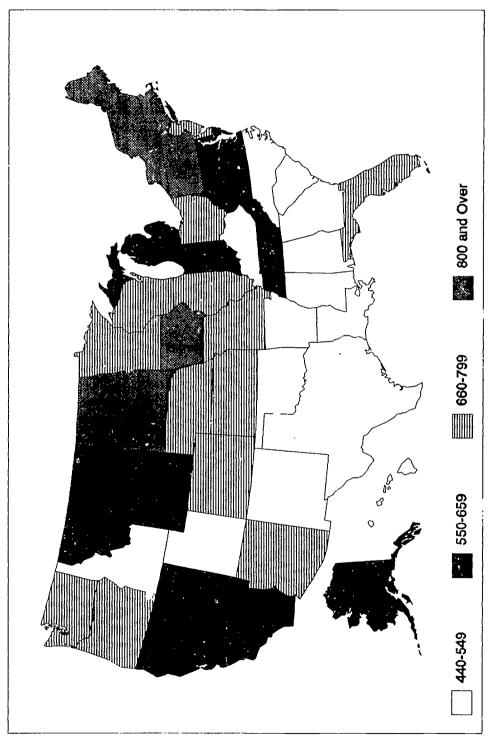


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Figure 1



March 1988



Source: Seventh Report to the President and Congress on the Status of Health Personnal in the United States, U.S. Department of Health and Human Services.



Table 1

EMPLOYMENT IN NURSING

		89 espondents	1990 Estimate ¹
EMPLOYED IN NURSING NOT EMPLOYED IN NURSING	142,206 33,985	80.7% 19.3%	178,000 43,000
TOTAL	176,191	100.0%	221,000
TOTAL NON RESPONSES	555		

¹ Estimates are derived by multiplying survey based percentages by known registration totals as of May, 1990.

Table 2

EMPLOYMENT LOCATION

(ALL SURVEY RESPONDENTS EMPLOYED IN NURSING)

	1989 Survey Respondents		1990 Estimate ¹
NEW YORKOTHER U.S. STATEFOREIGN COUNTRY	120,500 18,637 902	86.0% 13.3% .6%	153,000 23,700 1,300
TOTAL	140,039	100.0%	178,000
TOTAL NON RESPONSES	555		

¹ Estimates are derived by multiplying survey based percentages by known registration totals as of May, 1990.

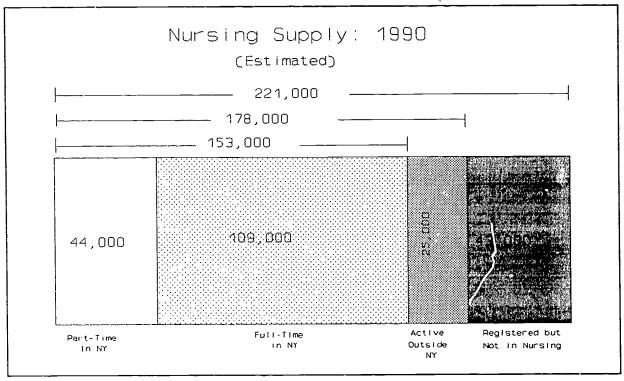
Table 3

NUMBER OF STATES CURRENTLY LICENSED AND MEAN AGE (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

ONETWOTHREEFOUR OR MORE	98,641 12,014 1,919	10.6%	42 42
TOTAL	113,325	109.0%	41
TOTAL NON RESPONSES	7,175		







In addition to the growth in the licensed registered nurses, the percentage of registered nurses who report active employment in nursing has also increased over the past decade. The 1973 RN survey report found only 62 percent of all RNs who responded to that survey were employed in nursing either full or part time. The comparable figure in 1983 was 78 percent and in the present survey, 81 percent (Figure 3).

A better measure of nursing supply is the change in the number of active registered nurses relative to changes in the State's population. Putting together data from several historical sources it is possible to draw a picture of this relationship. (Figure 4). Despite the nursing shortage reported by hospitals, the number of actively practicing RNs has actually increased by 140 percent over the number practicing in 1950, while the State's population has increased by less than 20 percent during that time. As a result, the number of New York State RNs per 100,000 population has doubled over 40 years, from 337 to more than 660.

State Geographic Distribution The number of RNs per 100,000 population varies widely across the State, from a low of 273 in Tioga County to a high of 1,331 in Albany County (Figure 5). Twenty-five counties are above the State average of 644 per 100,000 population. New York is the only one of the five New York City counties to have a ratio above the average (1,223 per 100,000 population). Conversely, Kings and Queens, the two



Figure 3

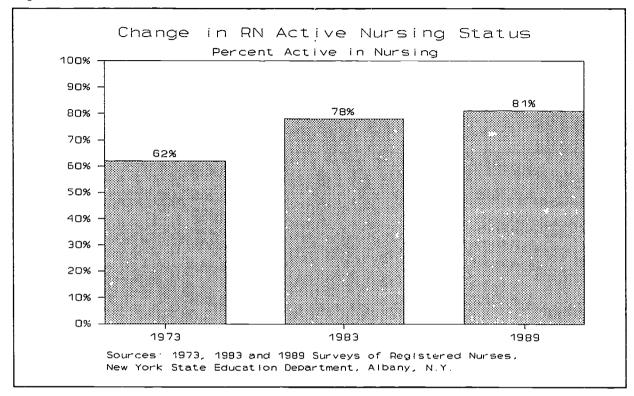
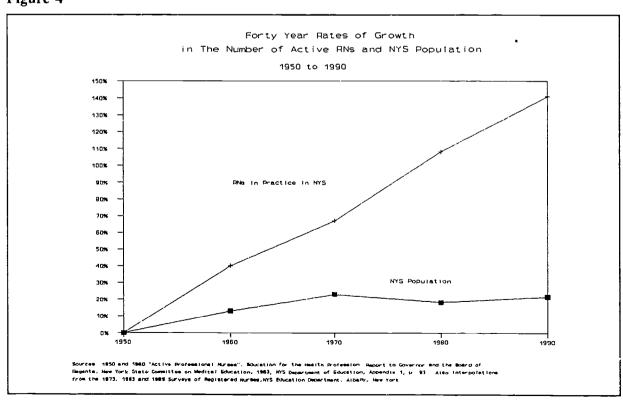


Figure 4





most populous counties in the State, are, respectively, second and third lowest in terms of RNs per 100,000 population.

The increase in the nursing supply in New York State as a whole is similarly shown in the increase in nursing supply within the counties of New York State. Table 4 shows the number of nurses registered to practice by county within New York State in 1970, 1980 and 1990, the percentage change and the number of 1989 survey respondents who indicated that they were active in nursing. Between 1980 and 1990 there was a 24 percent growth in the number of nurses registered to practice in New York State who reported a New York State address on their registration renewal application. Only one county, Cattaraugus, had a decline in the number of registered nurses and that was a decline of only five nurses (-1 percent).

The table also shows the number of nurses reporting employment by county on the 1989 survey. Note that in some cases the number reporting employment in a county on the survey form almost equals and in a few counties (e.g., New York County) exceeds the number with a registration mailing address in that county. This is because registration county (address) may be a home address rather than a work address and nurses may live in one county while working in another county.

State Nursing Enrollment Trends Recent trends in nursing program enrollments and degrees awarded as well as in the number of newly licensed RNs appear to indicate that past increases in the supply of nurses may not continue into the near future. Figure 6 shows the actual number of RNs licensed per year since 1948, a forty year curvilinear regression predicted line of new RNs per year, and a recent twelve year linear regression predicted line of new RNs licensed. Basically the graph shows that the number of RNs licensed per year continued to increase until about 1974 when it began to decrease each year. A forty year perspective (the curvilinear line) would lead one to guess that the number of new RNs licensed will continue to decline modestly in the future. An undoubtedly more realistic guess would be the twelve year regression line which shows a fairly substantial drop in the number of new RNs licensed per year.

Lending further evidence to the recent decline in the production of new RNs is the information on new licensees and graduations from RN programs within New York State. Figure 7 shows that the total number of New York State RN graduates increased substantially between 1965 and 1977 whereupon it began to decline.

The decline in the number of RN licensees and graduates clearly reflects the decline in the number of students enrolled in nursing programs. This is frequently interpreted to mean that young women are increasingly likely to choose other careers over nursing as more opportunities become available to them. While this may in part be true it appears that it is also true that the decline in admissions to nursing programs is part of a general decline in the overall number of high school graduates. Figure 8 shows that the percentage of high school graduates going on to nursing programs has declined only slightly over the past twenty years.



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Figure 5

RNs Employed in Nursing in NYS per 100,000 Population

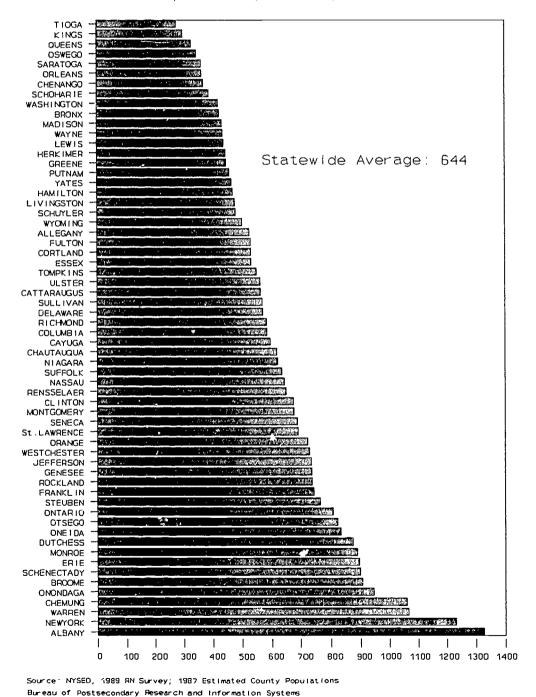




Table 4

NUMBER OF REGISTERED NURSES IN 1970, 1980 AND 1990 by County and Number Indicating "In Nursing" on 1989 Survey

	1989 RN SURVEY "In Nursing"	Total 1970	Registered 1980	1990	Pct. Change in Registration 70–90 80–90
Albany Allegany Bronx Broome Cattaraugus Cayuga Chautauqua Chenango Clinton Columbia Cortland Delaware Dutchess Erie Essex Franklin Fulton Genesee Greene Hamilton Herkimer Jefferson Kings Lewis Livingston Madison Monroe Montgomery Nassau New York Niagara Oneida Onondaga Ontario Orange Orleans Oswego Otsego Putnam Queens Rensselaer Richmond Rockland Rockland Saratoga Schenectady Schoharie Scheca Steuben St. Lawrence Sufolk Sullivan	SURVEY	70tal 1970 2,668 252 5,258 2,523 886 7749 1,262 313 706 5264 325 292 2,428 8,600 325 398 468 457 282 49 528 1,011 9,475 146 49,367 12,644 1,709 2,903 4,369 1,913 6,014 1,708 1,913		3,843 475 8,418 2,721 803 8,418 2,721 803 1,343 1,392 843 7357 391 12,233 368 485 707 475 664 1,163 241 6664 8,200 16,393 11,824 2,585 3,883 11,824 2,585 3,883 11,824 2,585 3,206 16,393 11,218 12,585 3,206 16,393 11,218 12,163 21,163	in Registration
Tioga Tompkins Ulster Warren	141 481 930 598	317 567 1,351 525	416 570 1,481 617	568 692 1,853 817	79% 37% 22% 21% 37% 25% 56% 32%
Washington Wayne Westchester Wyoming	244 381 6,289 209	380 521 6,813 320	425 660 8,364 329	530 847 10,636 396	39% 25% 63% 28% 56% 27% 24% 20%
Yates TOTALS '	115,272	123,541	194	293	98% 51%

¹ Note: Registration totals are for in-state registration addresses only. Total out-of-state and foreign in 1990 was 38,018 for a total registration count of 220,984.



Figure 6

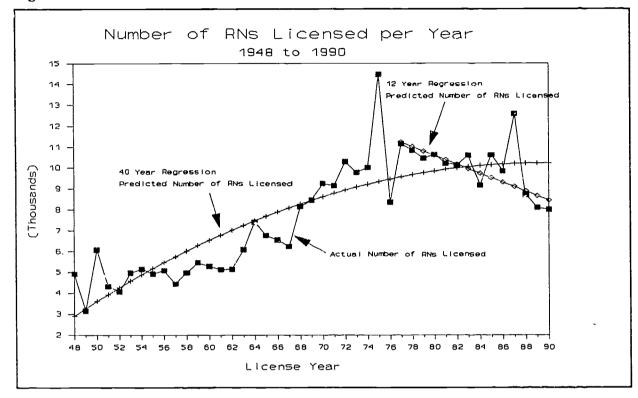
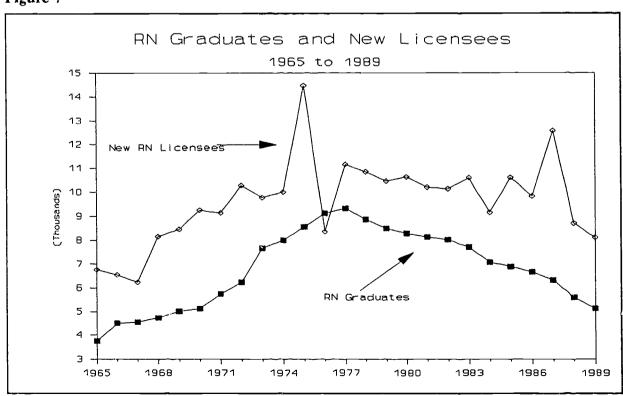


Figure 7



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2)

Interpretations of recent enrollment declines in nursing programs without noting similar declines in other postsecondary education enrollment programs yields a misleading picture. Figure 9 shows that from 1965 to about 1976 the number of high school graduates expanded modestly, but the number of graduates furthering their education through both nursing programs and other postsecondary education increased dramatically with the number going into nursing programs growing even more dramatically than for non-nursing postsecondary education programs. After 1976 the number of high school graduates going to nursing programs followed essentially the same decline in full-time admissions experienced by other postsecondary degree granting institutions and programs.

Summary Persisting nursing shortages in both New York and the nation, then, are clearly not due to a decline in the number of practicing RNs since the number of actively practicing registered nurses in both New York and the nation has steadily increased over the past several decades. This was noted by a recent report on health manpower by the U.S. Department of Health and Human Resources. In their chapter on nursing the report concluded that,

...the reported nursing shortage appears to be based on increased demand for registered nurses rather than a decrease in available supply ... {and} a number of studies were made in hospitals to attempt to explain what might be causing the 'nursing shortage'. None of these studies could draw conclusions outlining definitively the reasons for a demand for registered nurses which exceeded supply. (Seventh Report to the President and Congress on the Status of Health Personnel in the United States, p. VIII-17).



Figure 8

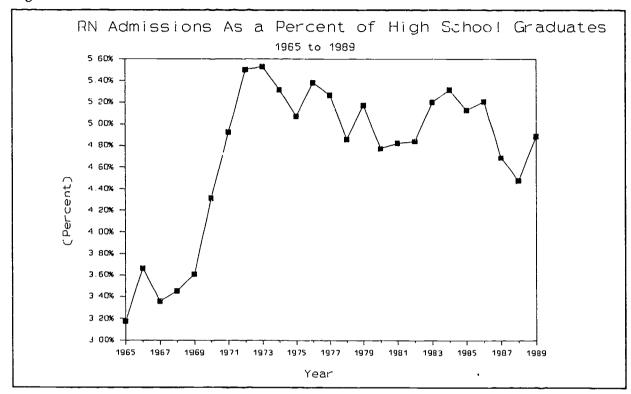
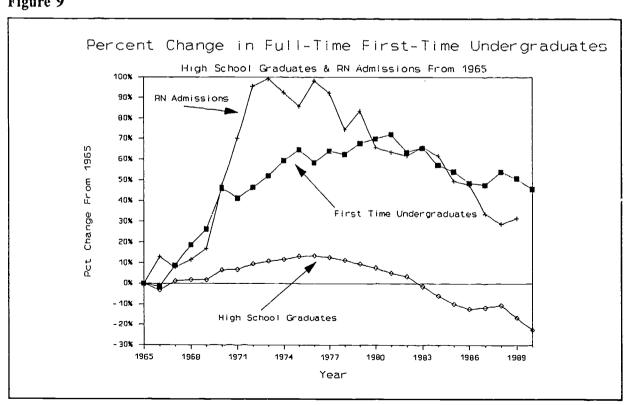


Figure 9





Personal Characteristics

Sex

Over 96 percent of New York's RNs are women, a percentage which is virtually unchanged over the past several decades (Table 5). In 1973, the percentage of women was only slightly higher, about 98 percent.

Age

The average age of RNs has not changed a great deal over the years. In 1983 the average (mean) age of RNs employed in nursing within the State was 40; in 1989 it was 41. These averages, however, disguise a dramatic drop in the proportion of younger RNs. Figure 11 shows that the proportion of RNs under age 30 has dropped steadily since the 1973 survey (when the mean age was 39), while the proportions of RNs in their 30s and 40s have grown. The relative proportions of those age 50 and over have changed little. In 1983, approximately 54 percent of RNs were under age 40; in 1989 only 48 percent were under age forty.

Table 5	
RNs BY GENI	DER
MALEFEMALE	TOTAL 3.8% 96.2%
TOTAL	100.0%
Table 6	
AGE	
(RNs EMPLOYED IN NURSING IN	NEW YORK STATE)
MEAN AGE 41	NUMBER DEDGENO
18 TO 24	NUMBER PERCENT 3,336 2.8% 13,068 11.1% 20,619 17.5%



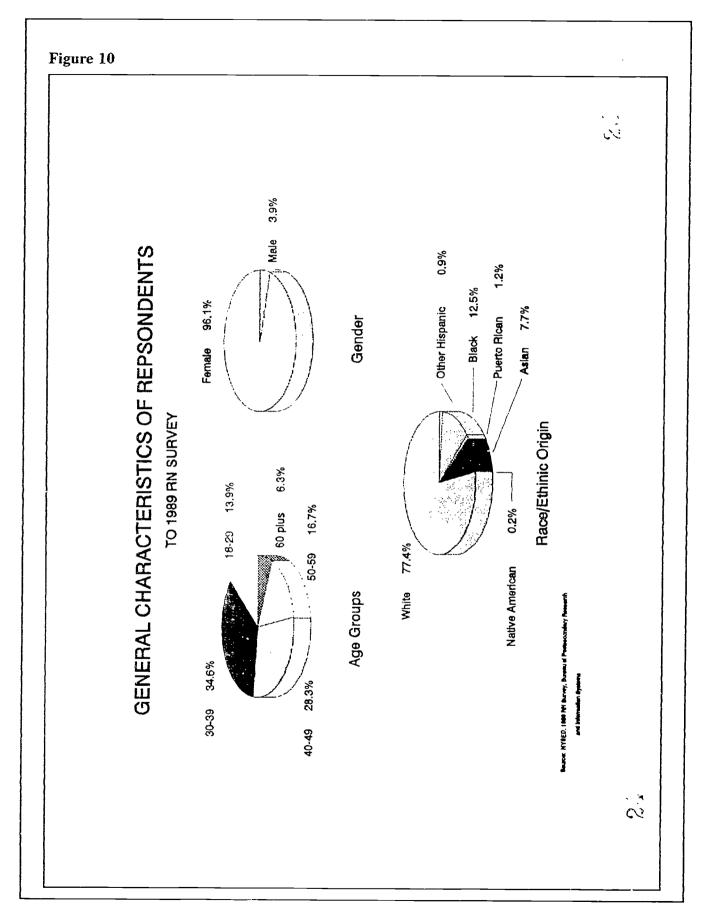




Figure 11

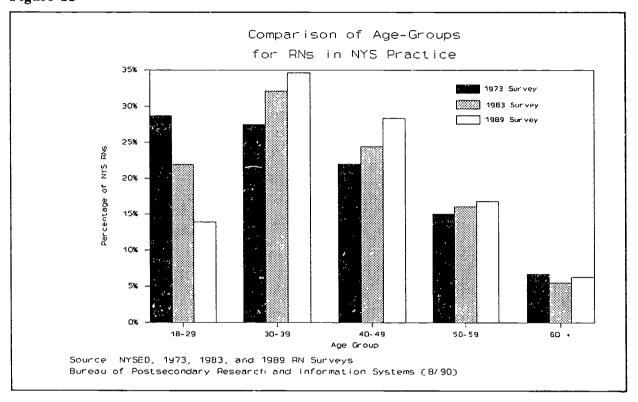
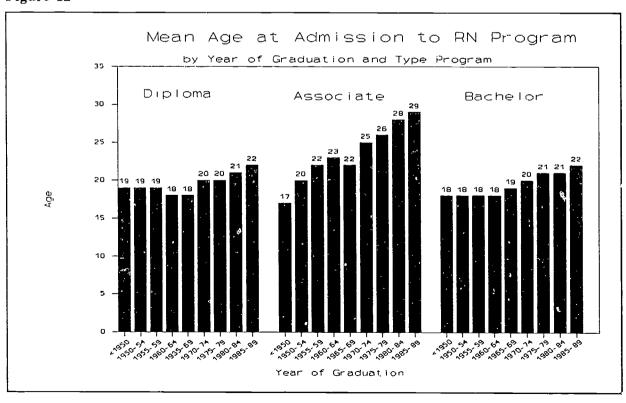


Figure 12





The decrease in the number of younger nurses is due to a substantial change in the age at admission to and graduation from nursing programs for nurses enrolled in associate degree nursing programs. Before 1950, the average age at admission for associate degree programs was 17 and increased to 29 for those who graduated between 1985 and 1989. The age at admission of nurses enrolled in diploma and baccalaureate programs experienced much more modest changes over the years. Diploma and baccalaureate program nurses averaged 19 and 18 respectively for those who graduated before 1950 and averaged 22 years of age for both graduates of both programs between 1985 and 1989 (Figure 12). Correspondingly, the average age of all RNs who graduated in the 1950s was 22 but by 1988 that average had increased to 28 years of age.

Age is significantly related to the part-time and full-time employment status of RNs. A very high percentage of young nurses, those under age 25, are employed full-time. Table 7 and Figure 13 indicate a significant drop in the proportion of full-time employment among RNs as they approach their mid-30s. The proportion of full-time employment gradually increases after age 36, but never achieves the high level shown by young nurses. Figure 14 shows a somewhat similar relationship between age and registration and employment status although the drop in the percentage of RNs who do not renew their registration is not nearly as precipitous as the drop in employment and full-time employment status as age increases.

Table 7

AGE GROUP AND FULL-TIME PART-TIME EMPLOYMENT (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	TOTAL	FULL-TIME	PART-TIME
18 TO 24	2.9% 11.2% 17.6% 17.1% 15.6% 12.7% 9.6% 7.1%	88.4% 79.0% 65.4% 63.8% 70.9% 76.3% 77.6%	11.6% 21.0% 34.6% 36.2% 29.1% 23.7% 22.4%
60 TO 64	4.0%	74.6% 68.3% 47.9%	25.4% 31.7% 52.1% 28.9%



Figure 13

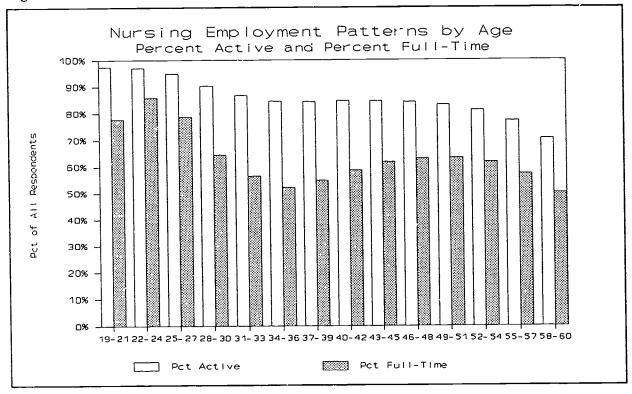
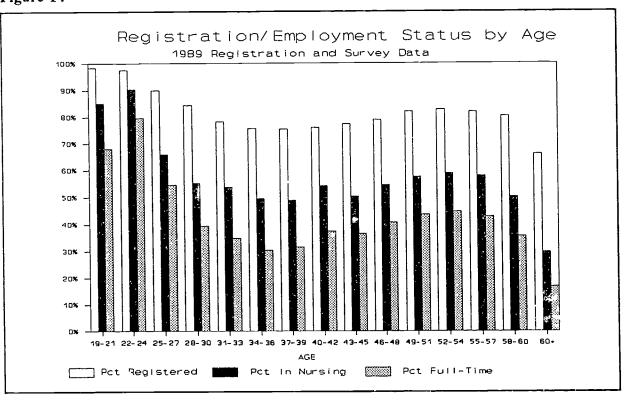


Figure 14





Racial/Ethnic Origin

The great majority of New York's RNs are white (77%, Table 8), but minority representation has been slowly increasing since the 1973. Almost 23 percent of the RNs employed in nursing in 1989 in New York State were non-white, up from 20 percent in 1983 and 18 percent in 1973 (Figure 15). However, the percentage of RNs who are black (12.5 percent) has remained virtually unchanged since 1973 (11 percent). The proportion of Asians, however, has increased from 5 percent, in both 1983 and 1973, to nearly 8 percent in 1989.

Although the average age of all RNs is 41, the average age of black RNs is 45 years of age. As Figure 16 shows, the age distribution of black and white RNs is markedly different. The age distribution of white RNs is skewed toward the younger age categories while that for Black RNs is skewed toward the older age categories. In other words, there are a greater percentage of younger than older white RNs while the reverse is true for black RNs (there is a greater percentage of older than younger black RNs).

Overall, 77 percent of practicing RNs are white, but the distribution of racial/ethnic groups across the State is highly imbalanced. In the great majority of counties (49 of 62) the proportion of white RNs exceeds 95 percent, while minority RNs are concentrated in the New York City area. This is shown on a regional basis in Table A-1 (Appendix). Just over one-third of the State's practicing RNs are employed in the five boroughs of New York City, but while that number includes only 21 percent of all white RNs and 34 percent of Native American RNs, it represents 78 percent of Puerto Rican RNs, 72 percent of other Hispanic RNs, and 83 percent of both black and Asian RNs.

Table 8

RACIAL/ETHNIC ORIGIN AND MEAN AGE
(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	_NUMBER	PERCENT	MEAN AGE
NATIVE AMERICAN	272	.2%	43
ASIAN	9,179	7.7%	39
BLACK	14,860	12.5%	45
PUERTO RICAN	1,448	1.2%	40
OTHER HISPANIC	1,052	. 9%	41
WHITE	91,911	77.4%	41
TOTAL	118,722	100.0%	41
10111 <u>11</u>	110,722	100.0%	41
TOTAL NON RESPONSES	1,778		



Figure 15

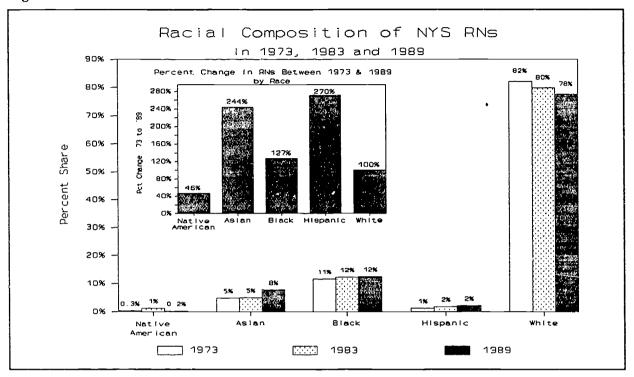
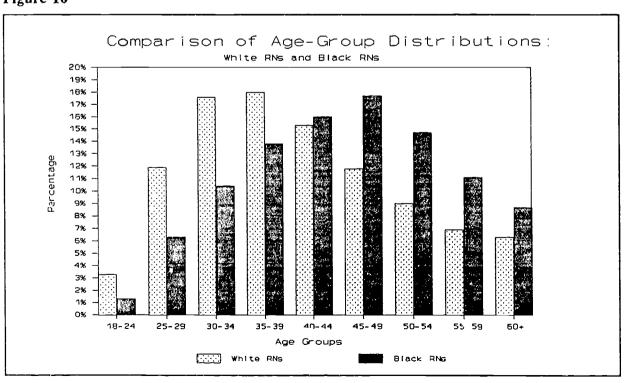


Figure 16





20

Nursing Employment

Primary Employment Setting

The primary employment setting of RNs does not appear to have changed appreciably over the past fifteen years. In 1973, 77 percent of RNs were employed in either a hospital or a nursing home and by 1989, 74 percent of RNs were employed in those settings. (The 1973 RN survey did not distinguish between hospitals and nursing homes as places of practice). Hospitals remain the overwhelming place of employment for nurses with 66 percent indicating that particular practice setting (virtually unchanged from the 1983 percentage of 67 percent). Of those nurses employed in hospitals, 60 percent reported an inpatient setting, and 6 percent an outpatient setting. The second largest practice setting was nursing homes at a distant 8 percent, followed by community public health agencies, with 7 percent (Table 9).

Table 9

PRACTICE SETTINGS OF NEW YORK STATE REGISTERED NURSES
From 1973 to 1989

	<u>1973</u>	<u> 1983</u>	1989
HOSPITAL 1	76.5%	67.4%	65.8%
NURSING HOME	NA	8.3%	8.0%
SCHOOL OF NURSING	2.8%	2.3%	1.8%
SCHOOL HEALTH SERVICES	5.1%	3.7%	3.8%
PHYSICIANS OFFICE	4.0%	3.7%	4.2%
COMMUNITY PUBLIC HEALTH AGENCY	4.5%	5.6%	7.0%
(Including Home Health Agency)			
INDUSTRY	2.4%	1.7%	1.9%
ARMED SERVICES	0.0%	0.2%	0.1%
DIAGNOSTIC OR TREATMENT CENTER (Including HMO)	NA	0.7%	1.2%
TEMPORARY AGENCY	NA	NA	1.0%
OTHER HEALTH FIELD	NA	NA	4.6%
NON-HEALTH FIELD	NA	NA	0.4%
SELF EMPLOYED (1983)	NA	1.7%	NA
OTHER (1983)	4.6%	4.6%	NA
TOTAL	100%	100%	100%

Note: The response categories for the three surveys were not entirely the same. Where NA appears in the table, the practice setting was not included in that survey year.



3.

¹ The 1973 RN survey combined hospital and nursing home settings into one practice setting ("Hospital, nursing home or other institution").

Table 10

NUMBER OF NURSING POSITIONS HELD (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

ONETWOTHREEFOUR OR MORE	14.7% 2.0%
TOTAL	100.0%

Table 11

SECONDARY EMPLOYMENT SETTING AND MEAN AGE (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	PERCENT	MEAN AGE
HOSPITAL (INPATIENT)	29.1%	41
HOSPITAL (OUTPATIENT)	13.6%	42
NURSING HOME	9.1%	44
NORSING HOME		, ,
SCHOOL OF NURSING	2.6%	43
SCHOOL HEALTH SERVICES	3.7%	43
PHYSICIANS OFFICE	4.1%	39
COMMUNITY PUBLIC HEALTH AGENCY	8.2%	41
INDUSTRY	2.1%	43
ARMED SERVICES		39
DIAGNOSTIC OR TREATMENT CENTER		41
		· -
TEMPORARY AGENCY		38
OTHER HEALTH FIELD	9.3%	44
NON-HEALTH FIELD		42
TOTAL	100.0%	41
TOTAL	100,0%	-7-1
TOTAL RESPONSES	,779	

RNs who are employed in nursing were asked how many separate nursing positions they currently held. The great majority of RNs, 82 percent, reported only one position. Just about 15 percent reported holding two positions, and 3 percent reported three or more (Table 10).

The distribution among secondary nursing settings (Table 11) closely resembles that among primary settings, except that fewer are in hospitals (43 percent) and more are in temporary agencies (12 percent versus 1 percent). No survey data were collected on setting characteristics, such as size or type of hospital, other than location. Older RNs tend to be



Table 12

PRIMARY EMPLOYMENT SETTING AND FULL-TIME PART-TIME EMPLOYMENT (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	FULL-TIME	PART-TIME
HOSPITAL (INPATIENT)	74.0%	26.0%
HOSPITAL (OUTPATIENT)	75.5%	24.5%
NURSING HOME	68.6%	31.4%
SCHOOL OF NURSING	76.6%	23.4%
SCHOOL HEALTH SERVICES	70.5%	29.5%
PHYSICIANS OFFICE	43.0%	57.0%
COMMUNITY PUBLIC HLTH AGCY	70.8%	29.2%
INDUSTRY	74.6%	25.4%
ARMED SERVICES	66.3%	33.8%
DIAGNOSTIC OR TREATMENT CTR	69.1%	30.9%
TEMPORARY AGENCY	35.7%	64.3%
OTHER HEALTH FIELD	68.6%	31.4%
NON-HEALTH FIELD	42.2%	57.8%
TOTAL	71.2%	28.8%

found in non-hospital settings such as nursing homes, industry, and other health and non-health fields. Those employed both in schools of nursing and school health services have the highest mean age, 48.

Most RNs are employed on a full-time basis (71 percent) and that generally does not vary by practice setting. The percentage of hospital based RNs who reported full-time employment at the time of the survey was 74 percent. There are three settings however where the proportion of full-time employment is relatively low: physicians offices (43 percent); non-health fields (42 percent); and in temporary agencies (36 percent). The setting with the highest proportion of full-time employment is schools of nursing, 77 percent full-time (Table 12).

Primary Responsibility

RNs were asked to identify their primary responsibility in their principal nursing position from among seven choices: patient care, teaching, supervision, administration, research, consultation, and other (Table 13). Nearly two-thirds, 66 percent, listed patient care; 12 percent listed supervision; six to seven percent listed teaching, administration, or other. The smallest groups were in consultation (1.4 percent) and research (0.6 percent). Table 14 shows that involvement in patient care declines with age.

Patient care has remained the primary area of nursing responsibility over at least the past fifteen years. Although there were some wording differences, both the 1973 and the



Table 13

PRIMARY RESPONSIBILITY AND MEAN AGE (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

PATIENT CARE	1,514	PERCENT 65.7% 6.1% 12.1% 7.4% .6% 1.4%	MEAN_AGE 40 43 44 45 40 43
TOTAL	7,509	6.8%	46

Table 14

AGE GROUP AND PRIMARY RESPONSIBILITY (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

4	TOTAL	PATIENT CARE	TEACHING	SUPERVISION	ADMINISTRATION	RESEARCH	CONSULTATION	OTHER
18 TO 24 25 TO 29 30 TO 34	3,139 12,193 19,142	93.5% 83.1% 74.7%	1.27 3.27 5.17	3.67 7.17 9.17	.3% 2.5% 4.9%	.1X .5X	.37 .72 1.22	3.0%
35 TO 39 40 TO 44	18,485 16.806	67.1% 61.5%	6.3% 7.0%	11.2% 13.0%	7.3% 8.8%	. 7 % . 6%	1.6%	4.2% 5.8% 7.6%
45 TO 49 50 TO 54 55 TO 59	10.317	57.8% 53.8% 52.8%	6.9% 7.3% 7.8%	14.6% 16.1% 17.4%	10.3% 10.9% 10.1%	.5% .6% .3%	1.5% 1.3% 1.5%	8.4% 9.8% 10.1%
60 TO 64 65 & OVER	4,284 2,398	52.0% 55.4%	7.7% 6.5%	17.52 14.62	8.7% 6.8%	. 4% . 4%	1.7% 2.5%	12.1% 13.8%
TOTAL	108,032	65.8%	6.0%	12.1%	7.3%	. 6%	1.4%	6.8%

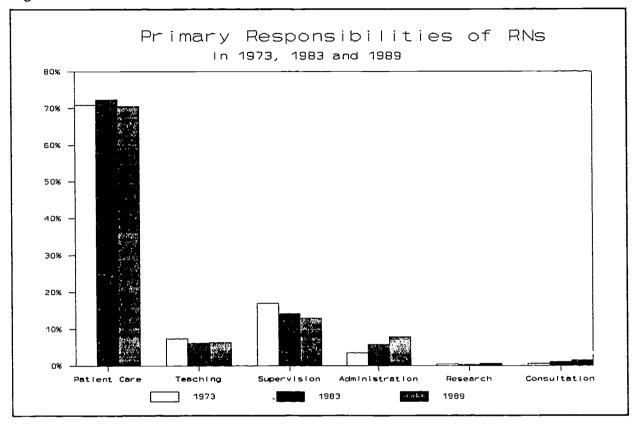
TOTAL NON RESPONSES... 11,627

1983 RN surveys asked RNs about their primary responsibilities. Excluding the category of "other" in each survey as well as two additional 1973 categories which were not carried forward in 1983 and 1989, Figure 16 shows that while the proportions in patient care and teaching have remained relatively stable, the proportion in supervision has declined and the proportion in administration has increased steadily.

There is very little relationship between nursing primary responsibility area and nursing credential (Table 16). With the exception of nurses with generic masters degrees only small percentage differences exist across the other credential and primary responsibility areas. With respect to generic masters degree program graduates, a lower proportion is in



Figure 17



patient care (41 percent) and higher proportions are in teaching (15 percent) and administration (20 percent). Diploma program graduates have the highest proportion in supervision (14 percent).

Two-thirds to three-quarters of those whose highest degree is a diploma, associates, or bachelors in nursing are in the area of patient care (Table 17). Much smaller proportions of these groups are in such areas as teaching, administration, research, or consultation. They do, however, constitute from one-half to two-thirds of all RNs in these areas, but this is largely because less than 10 percent of all RNs have masters or doctoral degrees. Those with such higher degrees are fairly evenly spread among patient care, teaching and administration, except that those with doctorates in nursing are much more heavily concentrated in teaching (58 percent) than in patient care (8 percent).

Those in administration have the highest rate of full-time employment (92 percent), while the lowest rate of full-time employment (63 percent) is among those in consultation. Two-thirds of those in patient care are employed on a full-time basis (Table 15).



Table 15

PRIMARY RESPONSIBILITY AND FULL-TIME PART-TIME EMPLOYMENT (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

PATIENT CARE. TEACHING. SUPERVISION. ADMINISTRATION. RESEARCH. CONSULTATION. OTHER.	TOTAL 72,395 6,671 13,331 8,102 613 1,501 7,450	4,855 7 11,019 8 7,430 9 475 7 945 6	1E 66.7% 72.8% 82.7% 91.7% 77.5% 63.0%	PART- 24,100 1,816 2,312 672 138 556 2,317	33.3% 27.2% 17.3% 8.3% 22.5% 37.0% 31.1%
TOTAL	110,063	78,152 7	1.0%	31,911	29.0%
TOTAL NON RESPONSES	10,437				

Table 16

PRIMARY RESPONSIBILITY AND BASIC NURSING PREPARATION (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

D	TOTAL	DIPLOMA	ASSOCIATES DEGREE	BACHELORS DEGREE	GENERIC MASTERS DEGREE
PATIENT CARE	65.8%	61.7X 5.9X	72.02 4.4%	66.17 7.9%	41.17
SUPERVISION	12.1%	13.6%	11.6%	10.2%	12.5%
ADMINISTRATIONRESEARCH	7.3% .6%	8.2%	5.0% .4%	8.2%	20.2%
CONSULTATION	1.4%	1.3%	1.12	1.6%	1 4 X 3 8 X
OTHER	6.8%	8.8%	5.6%	5.1%	5.9%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%
TOTAL NON DESPONSES	11 0/3				

Table 17

HIGHEST DEGREE AND PRIMARY RESPONSIBILITY (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	TOTAL	PATIENT CARE	TEACHING	SUPERVISION	ADMINISTRATION	RESEARCH	CONSULTATION	OTHER
DIPLOMA	30.8%	68.1%	3.4%	13.4%	4.8%	.37	1.0%	9.0%
ASSOCIATE	26.1%	75.8%	3,3%	11.1%	3.3%	.3%	. 8%	5.52
BACHELORS-NURSING	26.1%	69.0%	5.9%	11.3%	6 6 %	77	1.32	5.5% 5.2%
BACHELORS-OTHER	7.3%	55.5%	6.6%	15.0%	11.8%	. ź 🖁	1.8%	8.7%
MASTERS-NURSING	5.6%	31.1%	24.42	19.8%	23.4%	1.42	4.5%	0./4
MASTERS-OTHER	3.5%	32.0%	13:32	14.12	53.3\$	+ - 7.5		5.5% 7.9% 2.7%
DOCTORATE-NURSING	. 2 %	8.0%	57.6%		64.15	7.12	3.7%	7.92
DOCTORATE -OTHER					23.1%	6.1%	1.5%	2.7%
	.3%	27.2%	32.6%	4.8%	21.8%	3.7%	3.1%	6.8%
第四回 1 7 mm 2							*********	
TOTAL	100.0%	65.8%	6.0%	12.1%	7.3%	.5%	1.4%	6.8%

30



TOTAL NON RESPONSES... 11,884

Table 18

MAJOR PRACTICE, CLINICAL OR TEACHING AREA AND MEAN AGE (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	PERCENT	MEAN AGE
CRITICAL CARE	16.0%	36
MEDICAL-SURGICAL	22.2%	40
GERONTOLOGY	8.5%	46
FAMILY HEALTH	1.2%	44
MATERNAL-CHILD	3.3%	40
OBSTETRICS/GYNECOLOGY	5.1%	40
PEDIATRICS	ፈ በሂ	38
NURSE MIDWIFERY	1.2%	41
NURSE ANESTHESIA	.6%	43
OCCUPATIONAL HEALTH	1.2%	48
REHABILITATION	1.4%	42
COMMUNITY PUBLIC HEALTH	5.6%	42
SCHOOL NURSING	4.1%	49
PSYCHIATRIC MENTAL HEALTH	7.3%	44
OTHER	19.3%	43
TOTAL	100.0%	41

Major Practice, Teaching, or Clinical Area

The single most frequently reported major RN practice area was in the medical-surgical area with 22 percent of the RNs reporting that as their major practice area (Table 18). The second largest group, excepting those who chose "other", was the 16 percent in critical care. In descending order, other large groups were: gerontology, 8.5 percent; psychiatric mental health, 7 percent; community public health, 5.6 percent; and obstetrics-gynecology, 5 percent. The table also shows age differences among the major practice areas. Those in critical care are typically the youngest, with a mean age of 36. Slightly older but still under the mean age for all RNs, those in pediatrics have a mean age of 38. Three areas in particular have mean ages well above the overall mean of 41: gerontology, 46; occupational health, 48; and school nursing, 49.

Table 19 shows that major practice areas varies only slightly according to basic nursing preparation. Critical care and medical-surgical practice areas (the two most frequently mentioned practice areas) have roughly the same percentage of RNs with diploma, associate and baccalaureate training. The exceptions are in the areas of gerontological nursing, nurse anesthesia, occupational health and school nursing where diploma trained nurses appear to predominate. As noted earlier, diploma program graduates tend to be older than other RNs.

Table 20 shows that there are two practice areas with low proportions of full-time employment: family health (50 percent) and obstetrics-gynecology (60 percent). The two areas with the highest proportions of full-time employment are psychiatric mental health (84 percent) and nurse anesthesia (87 percent).



35

Table 19

MAJOR PRACTICE AREA AND BASIC NURSING PREPARATION (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

CRITICAL CARE MEDICAL-SURGICAL. GERONTOLOGY. FAMILY HEALTH. MATERNAL-CHILD. OBSTETRICS/GYNECOLOGY. PEDIATRICS. NURSE MIDWIFERY. NURSE ANESTHESIA. OCCUPATIONAL HEALTH. REHABILITATION. COMMUNITY PUBLIC HEALTH. SCHOOL NURSING. PSYCHIATRIC MENTAL HEALTH. OTHER.	DIPLOMA 32.4% 36.4% 51.7% 48.0% 39.7% 42.5% 34.2% 33.0% 62.4% 42.5% 33.0% 58.8% 38.5% 48.1%	ASSOCIATES DEGREE 35.4% 35.5% 31.2% 28.9% 27.8% 32.0% 26.9% 17.4% 19.3% 19.2% 31.4% 23.6% 18.0% 37.0% 28.1%	BACHELORS DEGREE 31.5% 27.1% 16.0% 18.6% 31.1% 24.1% 23.9% 16.7% 25.2% 41.3% 21.1% 22.2% 22.5%	GENERIC MASTERS DEGREE .7% 1.0% 1.0% 4.4% 1.4% 1.1% 1.5% 7.9% 2.9% 1.6% .9% 2.1% 2.0% 2.3% 1.2%
TOTAL RESPONSES	41.2%	31.2%	26.3%	1.3%
TOTAL NON RESPONSES	9,259			

Table 20

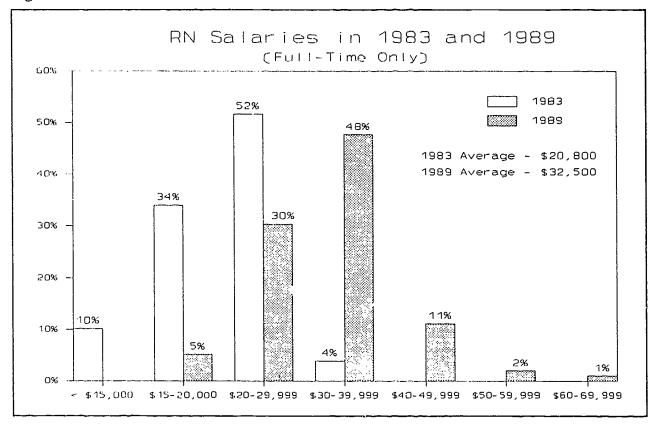
MAJOR PRACTICE AREA AND FULL-TIME PART-TIME EMPLOYMENT (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

CRITICAL CARE. MEDICAL-SURGICAL. GERONTOLOGY. FAMILY HEALTH. MATERNAL-CHILD. OBSTETRICS/GYNECOLOGY. PEDIATRICS. NURSE MIDWIFERY. NURSE ANESTHESIA. OCCUPATIONAL HEALTH. REHABILITATION. COMMUNITY PUBLIC HEALTH. SCHOOL NURSING. PSYCHIATRIC MENTAL HEALTH. OTHER.	FULL-TIME 74.2% 70.0% 68.0% 49.7% 65.2% 59.9% 66.0% 76.1% 87.4% 75.6% 75.0% 76.2% 70.0% 84.3% 71.2%	PART-TIME 25.8% 30.0% 32.0% 50.3% 54.8% 40.1% 34.0% 23.9% 12.6% 24.4% 25.8% 30.0% 15.7% 28.8%
TOTAL RESPONSES	71.3%	28.7%
TOTAL NON RESPONSES	7,901	





Figure 18



Salary

Salaries of RNs in New York State have increased in both current and in constant dollar terms over the past several years. In 1983 the average salary of a full-time imployed RN was about \$20,800. By 1989 the average full-time RN salary had risen to \$32,500 (a 56 percent increase in six years.) Between 1983 and 1989 the Consumer Price Index (CPI) increased by about 24 percent. Thus, in inflation adjusted dollars the 1983 average salary was equal to about \$25,500 in 1989 dollars for a real (inflation adjusted) average salary increase of about 28 percent (Figure 18).

A significant feature of the salary structure of RNs is its constricted range. Most RN salaries are bunched quite closely together. Almost 80 percent of full-time RNs report salaries between \$20,000 and \$40,000. The fact that there is not a large salary range is reflected in a lack of correlates of nursing salary. With only minor exceptions, most nursing salaries hover around the overall average (\$32,000) irrespective of age, race, education, practice setting or primary responsibility. Young nurses, those under 24 for example, average about \$29,000 while middle age and older nurses average about \$33,000 per year. Nurses with diplomas average about \$31,000 while nurses with baccalaureate degrees average about \$33,000.



 $\mathcal{F}_{\mathcal{C}}$

Table 21

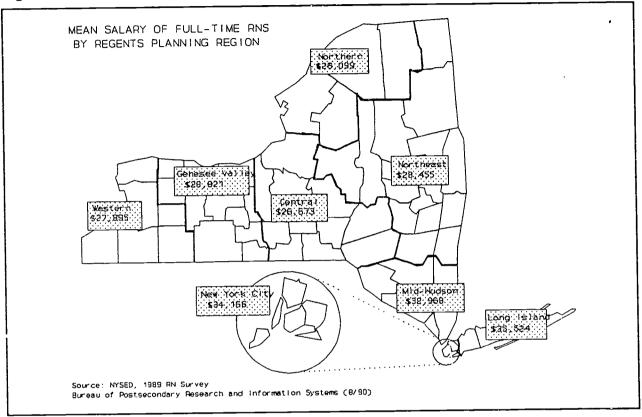
NURSING SALARIES BY SELECTED VARIABLES

Age	_	Race/ Ethnici	ty			Education	
18-24 25-29 30-34 35-39 40-44 45-49 50-54 55-59 60-64	\$29,001 \$31,034 \$32,361 \$32,659 \$33,160 \$33,436 \$33,440 \$33,654 \$33,920 \$34,192	Native Asian Black Puerto Other H White	Rican	\$31,432 \$34,399 \$34,572 \$34,423 \$34,246 \$32,050		Diploma Associate Bach-Nursing Bach-Other Masters Nursing Masters Other Doc-Nursing Doc-Other	\$31,044 \$30,302 \$33,117 \$34,527 \$40,532 \$39,663 \$48,266 \$44,529
Setting					Pra	actice	
School B Doctor's Communit Industry Armed Se Diagnoss	tpatient Home of Nursing Health Servi s Office ty Pub Healt y ervices tic-Treat Ce ry Agency ealth	h	\$33,474 \$34,121 \$31,498 \$35,652 \$25,198 \$26,157 \$31,673 \$32,745 \$32,789 \$30,778 \$35,170 \$32,153 \$31,006		Med Ger Far Mat Ob, Ped Mid And Occ Rel Cor Scl Psy	itical Care dical-Surgical rontology mily Health ternal/Child /Gyn diatrics dwifery esthesia c Health habilitation mm Public Health hool Nursing ych Mental Health	\$32,848 \$32,389 \$31,673 \$27,295 \$34,126 \$31,480 \$32,647 \$41,837 \$44,711 \$32,015 \$32,616 \$32,242 \$25,082 \$34,670 \$33,674
Primary Respons	ibility						
Patient Teachin Supervi Adminis Researc Consult	g sion tration h		\$31,999 \$33,788 \$33,711 \$40,833 \$35,429 \$34,177 \$29,738				



41

Figure 19



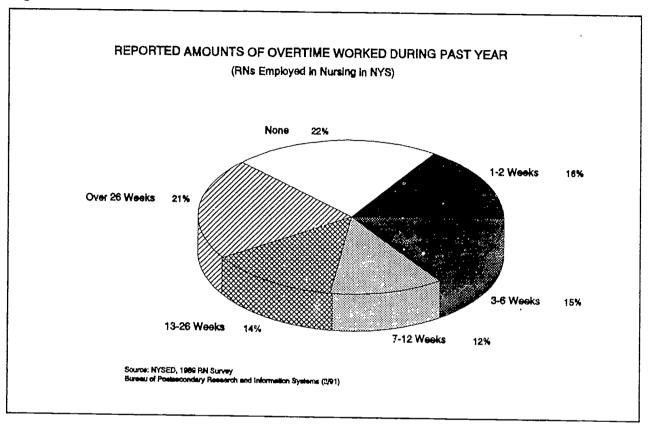
Nurses in administration have higher average salaries (\$40,000) but all others (patient care, supervision, etc.) average in the low \$30s. Nor does the practice setting appear to make much of a difference. With the exceptions of school health nurses and nurses working in physicians' offices (mid \$20s), nurses in inpatient and outpatient hospital settings and in nursing homes or private industry average in the low \$30s. Again, clinical practice is, with the exception of nurse midwifes and those in anesthesia, (low to mid \$40s) nurses in critical care, medical-surgical or community public health average in the low \$30s. (Table 21).

As one would expect given cost of living differences, down-state RNs report higher salaries than up-state RNs. RNs employed in the New York City area, including Long Island and the lower Hudson Valley reported salaries in the low to mid \$30s while upstate RNs reported average salaries in the mid to upper \$20s (Figure 18).



4.

Figure 20



Overtime

Most nurses (78 percent of full-time employed RNs) reported working overtime with fully 21 percent reporting working more than 26 weeks in which they worked overtime in the year of the survey (Figure 19 and Table 22). The number of weeks in which overtime was worked is fairly evenly divided among the categories listed on the questionnaire, except that the most frequently mentioned amount of overtime (21 percent) was the category "more than 26 weeks", or six months, of overtime. By and large, younger RNs worked more overtime than older RNs, with the oldest group (mean age of 45) being those who reported no overtime.

A significant relationship exists between reported overtime and nursing primary responsibility areas. Eighty-three (83) percent of nurses in patient care and in 79 percent in supervisory positions reported working overtime in the previous year. Nurses in these positions also reported substantial **amounts** of overtime. Some 35 percent in patient care reported more than 13 weeks of overtime and 40 percent in supervisory positions reported that amount of overtime. Nurses in administration reported the highest percentage (31 percent) with over 26 weeks of overtime (Table 22).

40



Figure 21

Percentage of Overtime Worked During Past Year by Selected Variables (Full-Time RNs)

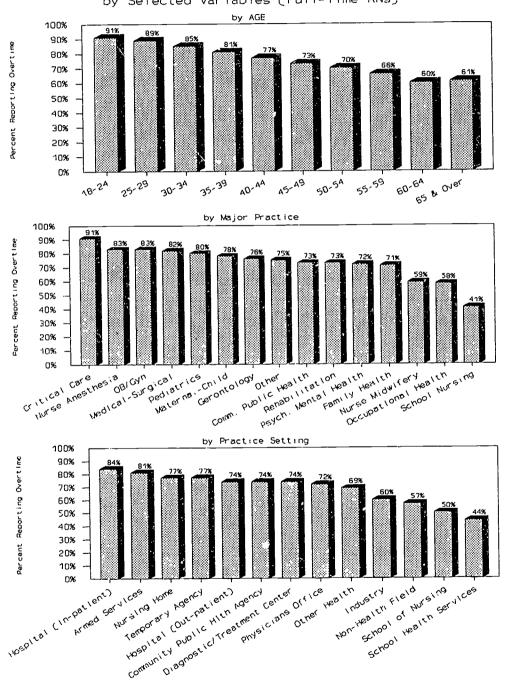




Table 22

NUMBER OF WEEKS OVERTIME AND PRIMARY RESPONSIBILITY (RNS EMPLOYED FULL-TIME IN NURSING IN NEW YORK STATE)

PATIENT CARE TEACHING SUPERVISION ADMINISTRATION RESEARCH CONSULTATION OTHER	NONE 17.4x 36.2x 21.4x 26.8x 29.7x 39.3x 40.6x	1-2 WEEKS 18.2% 13.2% 15.1% 10.4% 13.3% 10.6% 13.8%	3-6 WEEKS 16.2% 13.5% 12.9% 9.4% 10.8% 11.9% 11.4%	7-12 WEEKS 13.5% 9.8% 11.1% 9.5% 12.7% 10.2% 9.1%	13-26 WEEKS 14.8% 11.4% 13.7% 12.6% 13.3% 10.6% 9.8%	OVER 26 WEEKS 19.8% 15.9% 25.8% 31.3% 20.2% 17.5% 15.3%
TOTAL	21.9%	16.3%	14.5%	12.2%	13.8%	21.2%
TOTAL NON RESPONSES	8,093					

Table 23

NUMBER OF WEEKS OVERTIME AND PRIMARY EMPLOYMENT SETTING (RNS EMPLOYED FULL-TIME IN NURSING IN NEW YORK STATE)

HOSPITAL (IN-PATIENT) HOSPITAL (OUT-PATIENT) NURSING HOME. SCHOOL OF NURSING. SCHOOL HEALTH SERVICES. PHYSICIANS OFFICE. COMMUNITY PUBLIC HLTH AGCY. INDUSTRY. ARMED SERVICES. DIAGNOSTIC OR TREATMENT CTR. TEMPORARY AGENCY. OTHER HEALTH FIELD.	15.9% 22.9% 50.5% 56.1% 28.3% 39.9% 25.7% 23.2% 43.2%	1-2 WEEKS 17.42 14.72 17.92 7.42 15.22 10.12 13.32 12.92 9.62 14.62 11.72 14.62	3-6 WEEKS 15.8% 13.0% 13.6% 8.7% 9.4% 11.7% 13.9% 11.2% 9.6% 11.2% 13.4% 9.5%	7-12 WEEKS 13.4% 11.7% 10.6% 8.3% 5.2% 9.5% 13.3% 8.6% 11.8% 14.1% 10.9% 6.0%	13-26 WEEKS 15.1% 13.6% 12.2% 10.0% 6.0% 11.0% 12.9% 10.9% 10.9% 17.3% 12.7% 13.4% 11.8%	OVER 26 WEEKS 22.5% 21.0% 22.7% 15.1% 8.0% 29.5% 20.3% 16.5% 24.0% 18.8% 16.5% 17.1%
TOTAL	21.7%	16.3%	14.6%	12.3%	13.8%	21.3%
	TOTAL NO	N RESPONSES		6,130		

Table 24

NUMBER OF WEEKS OVERTIME AND MAJOR PRACTICE AREA (RNS EMPLOYED FULL-TIME IN NURSING IN NEW YORK STATE)

CRITICAL CARE MEDICAL-SURGICAL GERONTOLOGY. FAMILY HEALTH MATERNAL-CHILD OBSTETRICSS/GYNECOLOGY PEDIATRICS NURSE MIDWIFERY NURSE MIDWIFERY NURSE ANESTHESIA OCCUPATIONAL HEALTH REHABILITATION COMMUNITY PUBLIC HEALTH SCHOOL NURSING PSYCHIATRIC MENTAL HLTH OTHER	NONE 9, 4x 17, 8x 23, 5x 29, 1x 22, 3x 17, 1x 19, 7x 17, 3x 41, 6x 21, 6x 26, 6x 28, 1x 25, 0x	1-2 WEEKS 14.73 17.42 17.32 14.02 19.12 19.62 7.42 8.82 15.92 19.52 13.02 15.52 20.92 14.72	3-6 WEEKS 16.7% 15.7% 14.4% 11.2% 15.9% 14.3% 17.0% 5.9% 9.0% 10.4% 14.1% 9.6% 14.0% 12.9%	7-12 WEEKS 15.42 12.62 10.52 9.12 13.02 12.82 12.92 7.42 11.12 8.42 13.42 4.72 11.72	13-26 WEEKS 18.0% 14.0% 14.0% 12.2% 13.6% 13.7% 13.3% 12.4% 9.6% 13.1% 5.0% 13.1%	OVER 26 WEEKS 25.8% 22.5% 22.1% 24.8% 16.1% 22.0% 16.9% 25.2% 41.5% 14.0% 16.3% 19.7% 7.2% 13.8% 22.5%
TOTAL	22.1%	16.4%	14.5%	12.3%	13.7%	21.0%
TOTAL NON RESPONSES	6,526					





Table 25

NUMBER OF WEEKS OVERTIME AND AGE GROUP (RNS EMPLOYED FULL-TIME IN NURSING IN NEW YORK STATE)

18 TO 24	NONE 8.6x 10.7x 14.6x 18.8x 22.9x 26.6x 30.3x 34.3x 39.9x 38.8x	1-2 WEEKS 21.7% 17.3% 15.9% 15.1% 16.1% 16.9% 16.8% 16.7% 17.5%	3-6 WEEKS 19.6% 17.6% 16.4% 14.6% 13.5% 13.3% 12.7% 12.8% 11.2%	7-12 WEEKS 15.1x 15.5x 14.5x 12.7x 11.8x 10.4x 9.0x 8.3x 7.9x	13-26 WEEKS 15.8% 17.7% 15.8% 15.0% 13.2% 12.1% 11.4% 10.0% 8.3% 9.6%	OVER 26 WEE 19.2% 21.2% 22.7% 23.8% 23.4% 20.7% 18.3% 17.2% 14.7%
TOTAL	21.9%	16.4%	14.6%	12.2%	13.8%	21.1%
TOTAL NON RESPONSES	3,314					

Table 23 shows the distribution of overtime according to primary employment setting. Large proportions of those employed in schools of nursing (51 percent), school health services (56 percent), industry (40 percent), and non-health fields (43 percent) reported no overtime while only 16 percent of those employed in an inpatient hospital setting reported no overtime. Even RNs working in physicians offices reported substantial amounts of overtime (30 percent reported more than 26 weeks of overtime). Similarly, 24 percent of those in diagnostic or treatment centers, and 23 percent of those in nursing homes or inpatient hospital settings reported working more than 26 weeks in which they worked overtime.

As demonstrated by Table 24, an RN's major practice or clinical area appears to have the greatest effect on the amount of overtime. Only 9 percent of those in critical care reported no overtime, while 26 percent reported more than 26 weeks in which they worked overtime. Fifty-eight percent of those in school nursing reported none, while only 7 percent reported over 26 weeks. Forty-two percent of those in occupational health and 41 percent of those in nurse midwifery reported no overtime. The practice area with the greatest amount of overtime was nurse anesthesia, with 42 percent reporting more than 26 weeks.

Plans on Leaving Nursing

Basic to the issue of ensuring an adequate supply of RNs is not only the supply of new RNs, but the retention of nurses who are presently practicing nursing. The questionnaire asked RNs to indicate their future plans with respect to remaining in nursing. Clearly plans and intentions change over time so responses to the question are just that; intentions at the time the nurse completed the questionnaire. Nevertheless, the information is interesting and does shed light on an important issue in nursing supply.

Tables 26 thru 29 indicate that few nurses who are currently employed in nursing in New York State are planning on leaving nursing. Overall, only seven percent reported that



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Table 26

PERCENT OF RNs PLANNING TO LEAVE NURSING BY SELECTED VARIABLES

-	Region	Pct. Indicating Planning to Leave	Pct. Reporting Uncertainty	Full-Time/Part-Time	Pct. Indicating Planning to Leave	Pct. Reporting Uncertainty
l	Western	6 %	23%	Full Time	7% 7%	27%
ŀ	Genesee Valley Central	6 % 6 %	23%	Part Time	7%	28%
1	Northern	6% 7%	24x 23x	Salary		
I	Northeast	6 x 7 x	23% 27%	•		
ł	Mid-Hudson New York City	77 97	27%	30,000	7 % 7 %	27%
ł	Long Island	7 X	32% 26%	\$20-29,999 \$30-39,999	77	27%
ı	_	' -	20%	\$30-39,999 \$40-49,999	82	237
1	Amount of Overtime			S50-59.999	8%	23 🕏
ł	None	7 *	0.4	S60-69.999	87 87 87 97 67	272 282 232 232 212 162
L	1 to 2 Weeks	7% 7%	26% 27%	\$70-79,999 Over \$80,000	67	16%
ı	3 to 6 Weeks	7%	28%	0741 380,000	0.4	12%
t	7 to 12 Weeks	8%	28% 28% 27%	Race-Ethnicity		
1	13 to 26 Weeks Over 26 Weeks	8 X 8 X	28%			
l	Over 20 Meeks	0.4	2/2	Native American Asian	10% 9%	27% 42%
ı	Age			Black	92	427 347
ı	-			Hispanic (Puerto Rican)	9% 9%	347 337
ł	< 25 26-30	5% 8%	24% 29%	Hispanic (Other)	112	33%
ı	31-40	7 2	28¥	White	7%	24%
1	41-50	7 X 5 X	28% 25% 24% 35%	Primary Work Setting		
1	51-60 Over 60	.7%	24%	•		
1	OARL OO	15%	35%	Hospital (Inpatient)	8%	28% 26%
1	Education			Hospital (Outpatient) Nursing Home	87 77	26 X 27 X
L	-			School of Nursing	έχ	17 2
ı	Diploma Associate	7% 7%	261 281	School Health Services	6 X	21%
Ī	BachNursing	8%	29% 29%	Physician's Office Community Public Health	4.7 2.7	23%
1	Bach, -Other	10%	30%	Industry	8x 7x 6x 6x 4x 7x 6x	17% 21% 23% 25% 27%
İ	Masters-Nursing	5%	19%	Armed Services	6Ž	26%
1	Masters-Other Doctorate-Nursing	117 47	27% 9%	Diag./Treatment Center	6 X	247 317
1	Doctorate-Nursing	15%	19%	Temporary Agency Other Health Agency	13% 6%	31% 27%
1				Non-Health	12%	33%
					**	

Table 27

PLANS ON LEAVING NURSING BY MAJOR PRACTICE AREA (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

TOTAL 7.3% 27.0%	CRITICAL CARE MEDICAL-SURGICAL. GERONTOLOGY. FAMILY HEALTH. MATERNAL-CHILD. OBSTETRICS/GYNECOLOGY. PEDIATRICS. NURSE MIDWIFERY. NURSE ANESTHESIA. OCCUPATIONAL HEALTH. REHABILITATION. COMMUNITY PUBLIC HEALTH. SCHOOL NURSING. PSYCHIATRIC MENTAL HEALTH.	7.6% 4.3% 76.9% 6.9% 5.53%	DON'T KNOW -UNCERTAIN 29.9% 27.7% 26.5% 22.1% 27.0% 24.4% 25.0% 11.7% 22.3% 25.7% 24.5% 21.8% 27.6%
	TOTAL	7.3%	27.0%





Table 28

PLANS ON LEAVING NURSING BY PRIMARY RESPONSIBILITY (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

_	YES, LEAVING NURSING	DON'T KNOW - UNCERTAIN_
PATIENT CARE		28.0% 22.7%
TEACHINGSUPERVISION		25.4%
ADMINISTRATION	7.2%	22.4%
RESEARCH	10.3% 5.6%	25.4% 26.1%
OTHER	T. * 2 **	28.6%

Table 29

PLANS ON LEAVING NURSING BY PRIMARY WORK SETTING (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

PRIMARY EMPLOYMENT SETTING	YES, LEAVING NURSING	DON'T KNOW -UNCERTAIN
HOSP.(INPATIENT)	7.6% 7.4% 5.5% 5.7% 3.9% 6.9% 6.4% 6.4%	28.3% 25.5% 27.0% 17.1% 21.4% 23.2% 24.6% 27.0% 25.6% 24.2%
OTHER HEALTH FIELD	6.3% 11.7%	26.8% 33.3%

they were planning on leaving nursing. When we include "uncertainty" about remaining in nursing employment the figure jumps to 27 percent.

When we examine intentions by selected personal and professional and practice characteristics we find that there is not a great deal of variation within or across the variables. About seven to nine percent of nurses across the various Regions of the State indicate that they were planning on leaving nursing. Whether nurses worked a great deal of overtime or no overtime is unrelated to future employment intentions. Seven percent of those who worked no overtime and eight percent of those who reported more than 26 weeks of overtime reported they were thinking about leaving nursing employment. Similarly with respect to salary; seven percent of those making under \$7,000 and six percent of those making over \$80,000 were thinking about leaving nursing. By and large the same holds true for age, education, race, full-time/part-time status, and employment practice area, setting and primary responsibility.



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Table 30

ALL SURVEY RESPONDENTS BY EMPLOYMENT IN NURSING

EMPLOYED IN NURSING NOT EMPLOYED IN NURSING	142,206	PERCENT 80.7% 19.3%
TOTAL	176,191	100.0%
TOTAL NON RESPONSES	555	

Table 31

STATUS OF RNs NOT EMPLOYED IN NURSING

EMPLOYED IN OTHER FIELD	31%
UNEMPLOYED, NOT SEEKING NURSING POSITION	54%
UNEMPLOYED, SEEKING NURSING POSITION	15%
•	100%

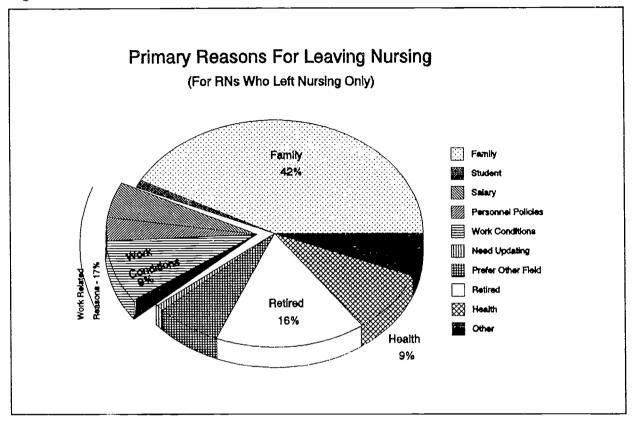
RNs Not Employed In Nursing

The questionnaire asked RNs to indicate whether or not they were employed in nursing and if they were not employed why they had left nursing as well as whether or not they had any intention of returning to nursing. Nearly 34,000 or 19 percent of all respondents reported that they were not currently employed in nursing (Table 30). This is a measure of non-employment in nursing among those RNs who renewed their registration to practice in the State during the three-year period ending August 31, 1989. It does not tell us how many individuals there are in New York State who were educated as an RN and who may have at one time been registered to practice in the State but were either not registered at the time of the 1988-89 registration mailing or who were registered in 1988 but did not renew their registration to practice.

White RNs are considerably more likely to report not being employed in nursing (22 percent) compared to 10 to 15 percent for the other racial/ethnic groups. Age is also related to employment status with the percent not employed in nursing increasing with age from 3 percent of those aged 18 to 24, to 66 percent of those over age 65. Basic nursing preparation is also related to nursing employment status with 24 percent of both diploma trained and those with generic masters degrees not employed in nursing. At least a partial



Figure 22



explanation for the relatively high percentage for diploma RNs is the fact that diploma RNs are older and older RNs are less likely to still be employed in nursing.

Of those who were not employed in nursing, more than one-half (54 percent) stated that they were unemployed and were not seeking employment in nursing. One-quarter of these RNs are over age 65 and are presumably retired. Only 15 percent the unemployed indicated they were seeking nursing employment while 31 percent indicated that they were employed in another field.

When asked if they planned to return to nursing some time in the future, only 20 percent indicated that they had no plans to return to nursing. Thirty-two (32) percent said they did plan to return and 48 percent indicated that they were uncertain. The primary reason given for leaving nursing was family responsibility with 42 percent giving that reason (Figure 21 and Table 32). Seventeen percent indicated that they left because of work related reasons ("salary unacceptable", or "personnel policies" or "work conditions"). Consistent with the primacy of "family" related reasons for leaving nursing, Table 33 shows that younger nurses who are not employed in nursing are much more likely to indicate they have plans to return to nursing than older nurses. Sixty to 75 percent of nurses under age



39

30 who are not presently in nursing indicated that they had plans to return to nursing compared to under 30 percent for nurses over age 50. Of those who indicate that they plan on returning to nursing, 42 percent indicated that they planned to return within a year, 24 percent indicated one to three years and 34 percent were uncertain when they might return.

Table 35 crosses reasons for leaving nursing with likelihood of returning. Only 9 percent of those who listed "student" or "family responsibility" indicated that they had no plans to return to nursing. Those for who salary or working conditions was a reason for leaving nursing were less likely to think they would return (20 percent indicating no plans) but still, 80 percent of this group either indicated that they planned to return (25 percent) or were uncertain about returning (55 percent). It is nurses who listed retirement and preference for other fields who are least likely to think they will return to nursing.

Table 32

PLANS TO RETURN TO NURSING

Table 33

PERCENT OF UNEMPLOYED REGISTERED NURSES WHO PLAN TO RETURN TO NURSING OR ARE UNCERTAIN BY AGE

<u>AGE</u>	PLAN TO RETURN	UNCERTAIN
18-24 25-29 30-34 35-39 40-44 45-49 50-54 55-59 60-64 65 and OV	75% 65% 60% 53% 38% 31% 27% 20% 15% ER 8%	18% 230% 38% 48% 56% 590% 41%

Table 34

OF NURSES PLANNING TO RETURN TO NURSING TIME FRAME OF INTENTIONS

LESS THAN SIX MONTHS	32%
7 to 11 MONTHS	10%
1 to 3 YEARS	24%
DON'T KNOW	34%



Table 35

PRIMARY REASON FOR LEAVING NURSING AND PLANS TO RETURN (RNS NOT EMPLOYED IN NURSING)

	YI	ES	NO)	UNCE	RTAIN
FAMILY RESPONSIBILITY	6,012	46.8% 62.6%	1,096	8.5%	5,747 108	44.7% 28.1%
SALARY UNACCEPTABLE	405	25.0%	325 162	20.0% 20.1%	893 452	55.0% 56.0%
PERSONNEL POLICIES WORK CONDITIONS	193 650	23.9% 23.9%	552	20.3%	1,512	55.7%
NEED UPDATINGPREFER OTHER FIELD	85 322	26.0% 14.3%	39 694	11.9% 30.9%	203 1.233	62.1% 54.8%
RETIRED	349	6.9%	2,379	47.3%	2,299	45.7%
HEALTHOTHER	752 805	28.2% 40.9%	238	12:1%	927	47:1%
TOTAL	9,814	32.0%	6,042	19.7%	14,768	48.2%

Table 36

RACIAL/ETHNIC ORIGIN AND EMPLOYMENT IN NURSING (ALL SURVEY RESPONDENTS)

	TOTAL	EMPLOYED IN NURSING		PLOYED RSING
NATIVE AMERICAN ASIAN	384 11,644 18,865 1,925 1,389 139,490	10,820 92 17,124 90 1,684 87	58 5.9% 824 0.8% 1,741 7.5% 241 0.3% 149 0.3% 30,529	15.1% 7.1% 9.2% 12.5% 10.7% 21.9%
TOTAL			0.7% 33,542	19.3%
TOTAL NON RESPONSES	2,494			

Table 37

AGE GROUP AND EMPLOYMENT IN NURSING (ALL SURVEY RESPONDENTS)

18 TO 24	TOTAL 3,716 15,988 27,370 27,884 25,694 21,563 16,726 13,333	EMPLOY IN NURS 3,619 14,929 23,787 23,575 21,833 18,194 13,743 10,027	SING 97.4% 93.4% 86.9% 84.5% 85.0% 84.4% 82.2% 75.2%	IN NURS 97 1,059 3,583 4,309 3,861 3,869 2,983	2.6% 6.6% 13.1% 15.5% 15.0% 17.8% 24.8%
55 TO 59	13,333 9,703 9,456	10,027 5,653 3,224	75.2% 58.3% 34.1%	3,306 4,050 6,232	24.8% 41.7% 65.9%
TOTAL	171,433	138,584	80.8%	32,849	19.2%
TOTAL NON RESPONSES	4,758				



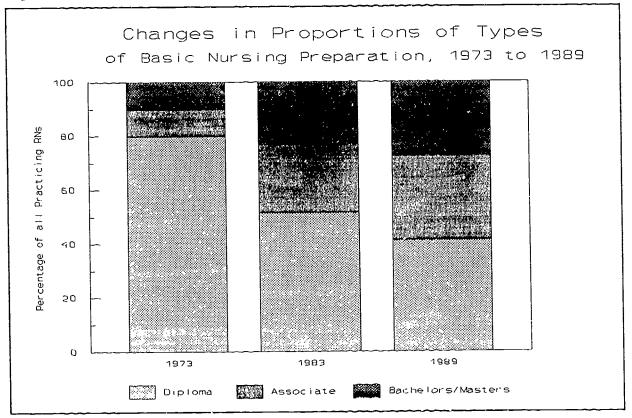
Table 38

BASIC NURSING PREPARATION AND EMPLOYMENT IN NURSING (ALL SURVEY RESPONDENTS)

DIPLOMAASSOCIATES DEGREEBACHELORS DEGREEGENERIC MASTERS DEGREE	TOTAL 78,487 48,185 44,622 2,519	EMPLOYI IN NURS: 59,033 42,233 37,286 1,917		NOT EMP IN NUR 19,454 5,952 7,336 602	SING 24.8%
TOTAL	173,813	140,469	80.8%	33,344	19.2%
TOTAL NON RESPONSES	2,378				



Figure 23



Nursing Education

Basic Nursing Preparation

In 1973 nearly 80 percent of RNs had received their basic nursing preparation in a diploma program. Ten years later this percentage dropped to slightly more that 51 percent and by 1989 only 41 percent of RNs reported a diploma program as their basic nursing preparation (Figure 22 and Table 39). Conversely, while the number of diploma trained RNs has declined, the number of associate and baccalaureate trained nurses has increased. Currently 31 percent of RNs who are employed in nursing in New York State have completed an associate degree program, triple the proportion of 1973 (10 percent), and 27 percent have completed a bachelors or masters degree program, over two and a half times as many as in 1973 (10 percent). Looked at in another way, the number of active diploma trained nurses increased only 12 percent between 1973 and 1989 (they actually declined between 1983 and 1989) while the number with an associates degree increased by 575 percent and those with a baccalaureate degree grew by 456 percent.



Table 39

BASIC NURSING PREPARATION AND AGE (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

DIPLOMA	37,350 31,117	31.4% 26.1%	MEAN AGE 46 39 36 43
TOTAL	1.19,074	100.0%	41
TOTAL NON RESPONSES	1,426		

Although the proportion of RNs whose basic preparation was a diploma program has been declining, it should be noted that they still represent the largest proportion of RNs in practice in the State (41 percent).

Approximately 77 percent of the RNs employed in nursing in New York completed their basic preparation in New York State while 10 percent completed their basic preparation in another U.S. state and 13 percent in a foreign country. Over 80 percent (84 percent) of foreign trained RNs are black or Asian. As one might expect, nearly 90 percent of all Asian RNs received their training in a foreign country. Somewhat more surprising however is the fact that 32 percent of black RNs, and 23 percent of non-Puerto Rican Hispanic RNs completed their basic nursing education in a foreign country. By contrast, over 85 percent of all white and Puerto Rican RNs completed their basic preparation in New York State.

In all eight Regents Regions of the State, diploma trained nurses represent the largest group of nurses in practice. In seven regions, the second and third largest proportions are graduates of associate degree and bachelors degree programs, respectively. Only in the New York City region do graduates of bachelors degree programs outnumber graduates of associate degree programs. Slightly more than one percent of all RNs are graduates of generic masters degree programs, and 50 percent of them are located in the New York City region. (See appendix Table A-3.)

By and large RNs have not sought advanced degrees beyond their basic nursing preparation. For 75 to 82 percent of RNs, their nursing degree is the highest degree they hold. As shown in Table 43, seventy-five percent of those whose basic nursing preparation was a diploma program report that the diploma is the highest credential held; 81 percent of those completing an associate degree program report that degree as the highest held; and 82 percent of those completing a bachelors program report the bachelors degree to be the highest credential held. A master's degree, whether in nursing or some other field, is the highest degree held by only 9 percent of the RNs practicing in the State; only one-half of one percent hold doctorates (Table 43).



Table 40

LOCATION OF BASIC NURSING PROGRAM AND AGE (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

NEW YORK STATE OTHER U.S. STATE FOREIGN COUNTRY	NUMBER 89,246 12,009 15,259	PERCENT 76.6% 10.3% 13.1%	MEAN AGE 41 43 44
TOTAL	116,514	100.0%	41
TOTAL NON RESPONSES	3,986		

Table 41

RACE AND LOCATION OF BASIC NURSING PROGRAM (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

		TOTAL		NE	W YORK S	TATE	отн	ER U.S.	STATE _	FOR	EIGN COU	
NATIVE AMERICAN	266	. 2%	100.0%	209	. 2%	78.6%	22	.2%	8.3%	35	. 2%	13.2%
ASIAN	8,893	7.7%	100.0%	807	. 9%	9.1%	136	1.1%	1.5%	7,950	53.1%	89.4%
BLACK	14,217	12.4%	100.0%	8,954	10.2%	63.0%	669	5.6%	4.7%	4.594	30.7%	32.3%
PUERTO RICAN	1,396	1.2%	100.0%	1,232	1.4%	88.3%	125	1.0%	9.0%	39	. 3%	2.8%
OTHER HISPANIC	1,026	. 9%	100.0%	707	.8%	68.9%	84	.7%	8.2%	235	1.6%	22.9%
WHITE	89,122	77.6%	100.0%	76,120	86.5%	85.4%	10,870	91.3%	12.2%	2,132	14.2%	2.4%
COLUMN TOTALS	114,920	100.0%	100.0%	88,029	100.0%	76.6%	11,906	100.0%	10.4%	14,985	100.0%	13.0%

TOTAL NON RESPONSES... 5,580

Table 42

BASIC NURSING PREPARATION AND LOCATION OF PROGRAM (RNS EMPLOYED IN NURSING BY IN NEW YORK STATE)

	TOTAL			STATE	OTHER U.S		FORE IGN	
DIPLOMAASSOCIATES DEGREEBACHELORS DEGREEGENERIC MASTERS DEGREE	•	100.0% 100.0% 100.0%	32,552 33,703 21,162 1,086	68.4% 93.5% 70.0% 72.7%	5,980 1,744 3,950 222	12.6% 4.8% 13.1% 14.9%	9,037 583 5,111 185	19.0% 1.6% 16.9% 12.4%
COLUMN TOTALS			88,503	76.7%	11,896	10.3%	14,916	12.9%
TOTAL NON RESPONSES	5,185							



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Table 43

HIGHEST DEGREE AND BASIC NURSING PREPARATION (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

					BASIC NURSIN	NURSING PREPARATION	TION			
	TOTAL		DIPLOHA	OHA	ASSOCIATES	ATES	BACH	BACHELORS	GENERIC	GENERIC MASTERS
HIGHEST DESKEE HELD										
DIPLOMA	36,264	31.0%	36,209	74.8%	44	.1%	11	% 0		
ASSOCIATE	30,841	26.3%	865	1.8%	29,959	80.9%	17	%		
BACHELORS-NURSING	30,281	25.9%	3,291	6.8%	2,396	6.5%	24, 583	81.5%	=	%£
BACHELORS-OTHER	8,570	7.3%	4.151	8.6%	3,134	34	1 278	A 2%	11	₹ %
MASTERS-NURSING	6,452	5.5%	1.858	3.8%	700	1.9%	2,4,0	0 . P	1 056	%5.0Z
MASTERS-OTHER	4,009	3.4%	1,704	3.5%	740	20.2	1.58	, c	1,030	0.0% 0.0%
DOCTORATE-NURSING	284	.2%	147	3%	23	× -	110		<u> </u>	% C / . C / 8
DOCTORATE-OTHER	373	.3%	155	.3%	48	1,7	160	3 45	† <u>9</u>	%. %.
COLUMN TOTALS	117,074 100.0%	100.0%	48,380 100.0%	100.0%	37,044	37,044 100.0%	30,155	100.0%	1,495	100.0%
TOTAL NON RESPONSES	3,426									

Table 44

BASIC NURSING PREPARATION AND CURRENT ENROLLMENT (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

***************************************	TOT	1	MURS	ACHELORS- NURSING	BACHEL	BACHELORS- OTHER	NURS	MSTERS- URSING	MASTERS-	RS-	DOCTO	OCTORATE-	00000	MTE-
ASSOCIATES DEGREE BACHELORS DEGREE GENERIC MASTERS DEGREE	6,176 100. 6,998 100. 3,821 100.	100.0% 100.0% 100.0%	2,924 4,267 216 2	47.3% 61.0% 5.7% 1.8%	1,663 1,458 2,4	26.9% 20.8% 1.9% 1.8%	555 547 2,013 35	9.0% 7.8% 52.7% 30.7%	778 594 1,219 28	12.6% 8.5% 31.9% 24.6%	132 132 14	1.8% 3.5% 12.3%	142 2.37 85 1.27 167 4.4% 33 28.9%	2.13% 1.2% 28.4% 9%
TOTAL17,109 100.	17,109	100.0%	7,409	43.3%	3,197	18.7%	3,150	18.4%	2,619	15.3%	307	1.8%	427	2.5%
TOTAL NON RESPONSES 103,391	103,391												į	:

Table 45

HIGHEST DEGREE HELD AND AGE (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	NUMBER	PERCENT	MEAN AGE
DIPLOMA	36,377	30.8%	46
ASSOCIATE	31,009	26.2%	38
BACHELORS-NURSING	30,672	26.0%	36
BACHELORS - OTHER	8,805	7.5%	45
MASTERS-NURSING	6,542	5.5%	43
MASTERS-OTHER	4,110	3.5%	47
DOCTORATE - NURSING	290	. 2%	51
	382	.3%	48
DOCTORATE-OTHER	302		
TOTAL T	118,187	100.0%	41
TOTAL	110,107	100.0%	-71
NOV DESERVEDS	0 212		
TOTAL NON RESPONSES	2,313		

Table 46

LPN LICENSURE OF RNS (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

PREVIOUSLY LPN	NUMBER 35,019 77,619	PERCENT 31.1% 68.9%	MEAN AGE 37 43
TOTAL	112,638	100.0%	41
TOTAL NON RESPONSES	7,862		

Table 47

RACE AND PREVIOUS LICENSURE AS LPN (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	TOTAL	PREVIO LI	OUSLY PN	NOT_I	
NATIVE AMERICAN ASIAN BLACK PUERTO RICAN OTHER HISPANIC WHITE	244 8,502 13,288 1,326 981 86,850	115 3,491 5,881 712 409 23,839	47.1% 41.1% 44.3% 53.7% 41.7% 27.4%	129 5,011 7,407 614 572 63,011	52.9% 58.9% 55.7% 46.3% 58.3% 72.6%
TOTAL	111,191	34,447	31.0%	76,744	69.0%
TOTAL NON RESPONSES	9,309				



Table 48

HIGHEST DEGREE AND PREVIOUS LICENSURE AS LPN (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	TOTAL	PREVIO LPI		NOT	r PN
DIPLOMA ASSOCIATE. BACHELORS-NURSING. BACHELORS-OTHER. MASTERS-NURSING. MASTERS-OTHER. DOCTORATE-NURSING.	33,995 28,995 28,864 8,188 6,183 3,804 278 367	5,788 14,567 10,067 2,033 1,203 730 16 45	17.0% 50.2% 34.9% 24.8% 19.5% 19.2% 5.8% 12.3%	28,207 14,428 18,797 6,155 4,980 3,074 262 322	83.0% 49.8% 65.1% 75.2% 80.5% 80.8% 94.2% 87.7%
TOTAL	110,674	34,449	31.1%	76,225	68.9%
TOTAL NON RESPONSES	9,826				

Table 44 shows that 15 percent of RNs are currently enrolled in a degree-granting program. Most (60 percent) of these RNs are diploma and associate degree holders enrolled in baccalaureate programs.

About 30 percent of RNs were previously licensed as an LPN and such licensure is more prevalent among minorities than among whites (Tables 46 and 47). It is also more prevalent among those with an associate degree; nearly half of those whose basic preparation is the associate degree were previously licensed as LPNs (Table 48).

Masters Degree Specialties

RNs with a masters degree in nursing were asked to identify their masters degree specialty area. Six (6) percent of the RNs who are employed in nursing in the State, hold either a masters in nursing or a doctorate. Four masters degree specialties account for two-thirds of all nursing masters degrees: medical-surgical, 20 percent; administration, 19 percent; nursing education, 16 percent; and psychiatric/mental health, 13 percent.

Eighty percent of masters degree holders are employed in nursing on a full-time basis; a higher percentage than among all employed RNs (Table 50). Those in pediatrics and school nursing have the lowest percentage employed full-time (70 percent and 65 percent, respectively). Those in administration (86 percent), nurse anesthesia (88 percent), and occupational health (also 88 percent) have the highest percentages employed full-time.

While overall 67 percent of RNs employed in nursing in New York State indicated that their primary responsibility was in patient care, only twenty-nine percent of all masters degree RNs reported that patient care was their primary responsibility; 27 percent were in



Table 49

MASTERS DEGREE SPECIALTY AREA AND BASIC NURSING PREPARATION (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

		TOTAL		DIP	LOMA	ASSOCI	ATES	BACHE	LORS	GENERIC	
CRITICAL CARE	184	2.8%	100.0%	41	22.3%	29	15.8%	91	49.5%	23	12.5%
MEDICAL-SURGICAL	1.374	20.6%	100.0%	441	32.1%	176	12.8%	605	44.0%	152	11.1%
GERONTOLOGY	136	2.0%	100.0%	38	27.9%	25	18.4%	55	40.4%	18	13.2%
FAMILY HEALTH	339	5.1%	100.0%	50	14.7%	35	10.3%	129	38.1%	125	36.9%
MATERNAL-CHILD	375	5.6%	1.00.0%	103	27.5%	33	8.8%	202	53.9%	37	9.9%
OBSTETRICS/GYNECOLOGY	101	1.5%	100.0%	24	23.8%	8	7.9%	55	54.5%	14	13.9%
PEDIATRICS	293	4.4%	100.0%	48	16.4%	15	5.1%	189	64.5%	41	14.0%
PSYCHIATRIC	883	13.3%	100.0%	255	28.9%	92	10.4%	409	46.3%	127	14.4%
NURSE MIDWIFERY	86	1.3%	100.0%	16	18.6%	4	4.7%	55	64.0%	11	12.8%
NURSE ANESTHESIA	57	.9%	100.0%	-8	14.0%	7	12.3%	31	54.4%	11	19.3%
OCCUPATIONAL HEALTH	Ĭ5	.2%	100.0%	5	33.3%	2	13.3%	7	46.7%	1	6.7%
REHABILITATION	61	. 9%	100.0%	20	32.8%	5	8.2%	32	52.5%	4	6.6%
COMMUNITY PUBLIC HEALTH.	460	6.9%	100.0%	177	38.5%	36	7.8%	186	40.4%	61	13.3%
SCHOOL NURSING	39	.6%	100.0%	14	35.9%			14	35.9%	11	28.2%
ADMINISTRATION	1,231	18.5%	100.0%	414	33.6%	148	12.0%	475	38.6%	194	15.8%
NURSING EDUCATION	1.027	15.4%	100.02	371	36.1%	100	9.7%	434	42.3%	122	11.9%
NURSING EDUCATION	1,027	13.74		J/1		EMERKEEKE:					======
TOTAL	6,661	100.0%	100.0%	2,025	30.4%	715	10.7%	2,969	44.6%	952	14.3%

Table 50

MASTERS DEGREE SPECIALTY AREA AND FULL-TIME/PART-TIME EMPLOYMENT

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

		FOTAL		FULL-	TIME	PART-	TIME
CRITICAL CARE	186	2.8%	100.0%	152	81.7%	34	18.3%
MEDICAL-SURGICAL	1.382	20.6%	100.0%	1,093	79.1%	289	20.9%
GERONTOLOGY	137	2.0%	100.0%	111	81.0%	26	19.0%
FAMILY HEALTH	341	5.1%	100.0%	247	72.4%	94	27.6%
MATERNAL-CHILD	375	5.6%	100.0%	289	77.1%	86	22.9%
OBSTETRICS/GYNECOLOGY	101	1.5%	100.0%	72	71.3%	29	28.7%
PEDIATRICS	294	4.4%	100.0%	205	69.7%	89	30.3%
PSYCHIATRIC	891	13.3%	100.0%	712	79.9%	179	20.1%
NURSE MIDWIFERY	84	1.2%	100.0%	60	71.4%	24	28.6%
NURSE ANESTHESIA	57	.8%	100.0%	50	87.7%	7	12.3%
OCCUPATIONAL HEALTH	17	.3%	100.0%	15	88.2%	2	11.8%
REHABILITATION	61	.9%	100.0%	50	82.0%	11	18.0%
COMMUNITY PUBLIC HEALTH	470	7.0%	100.0%	391	83.2%	79	16.8%
SCHOOL NURSING	40	.6%	100.0%	26	65.0%	14	35.0%
ADMINISTRATION	1,250	18.6%	100.0%	1,079	86.3%	171	13.7%
NURSING EDUCATION	1,038	15.4%	100.0%	821	79.1%	217	20.9%
TOTAL	6,724	100.0%	100.0%	5,373	79.9%	1,351	20.1%



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Table 51

MASTERS DEGREE SPECIALTY AREA AND PRIMARY NURSING RESPONSIBILITY

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

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CHING			20.7%	17.3%	6	27.51	72.5	20.2%		200	23.5%	10.5%	1	×7.	15.4%	74 E%		24.3%	20.0%	70.	6	40.01		27.0%	
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er CARE	31.8%	%V 9C		29.6%	64 %		, K. C.	64.9%	7 V Y		20.00	82.9%	84 0%		30.05	17.2%	21.6	27.77	· · · · · ·	15.4%	2.4		/00 00	46.07	
PATIE	26	372	7	80	21		2	61	150	130	107	63	45	? -	•	9	70		n :	180	205		1001	11063	
	100.0%	100.0%	2	*0.00	100.0%	300	200	100.0%	100.0%	200	200	100.0%	100.0%	100		200.0%	100.0%	100		*0.00	100.0%		,00		
TOTAL	78.7	20.7%			2.5	7.		1.5%	4.4	13.0%	ì	7.7	ò	1		.8%	%	7,9		70.07	15.3%		700 001		
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Table 52

MASTERS DEGREE SPECIALTY AREA AND NURSING EMPLOYMENT INTENTIONS

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

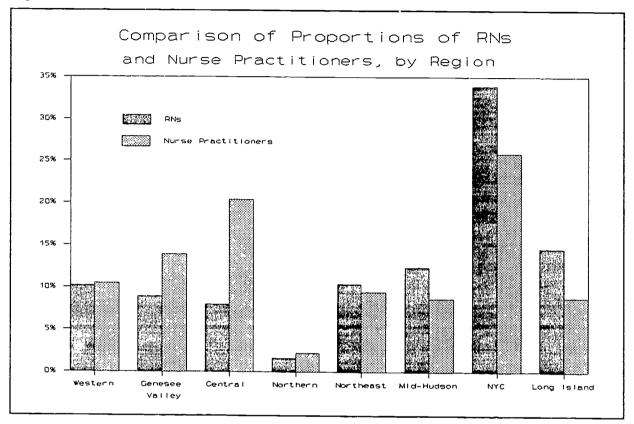
DOR'T KNOW -	39 21.7%	204 15.37		70 19.87	12.2%		154 18.2%		6 11.1%		9 15.0%					8 18.1%
ğ		v .	•	,,,		7	ä	-				ω	***	256	13	1,158
NO, LPAUTING	72.8%	80.77	83.72	74.9%	84.7%	81.0%	77.0%	82.9%	87.0%	71.4%	80.0%	73.1%	55.0x	72.7%	74.2%	76.6%
		109	277	265	83	226	651	68	/ 4	2	48	321	22	861	729	4,910
, NURSING	5.67	77.5	5.1%	5.4%	3.1%	3.5%	7.7	74.7	7.7	21.42	0.07	7.5%	10.0%	5.7%	5.8%	5.3%
YES LEAVING	10	9	17	19		95		7.	٦ ،	.		55	4	67	٥/	339
	100.0%	100.0%	100.0%	100.0%	100.02	100.07	700			700	700.07	70.07	100.07	100.02	100.04	100.0%
TOTAL	20.8% 20.8%	2.1%	5.2%	2.52	1.0%		44.0	4 %			***	**	70.00	10.07	47:04	100.0%
	1,330	135	331	400	070	2,78	200	7.5	7,5	14	7	2	, ,	1,101,1	700	6,407
142747	MEDICAL CARE.	GERONTOLOGY.	MATEDIA: COTT	OBSTRUCS/GYNECOT OGS	PEDIATRICS.	PSYCHIATRIC	NURSE MIDWIFERY	NURSE ANESTHESIA		REHABILITATION		SCHOOL NURSING	ADMINISTRATION	NURSING EDUCATION		TOTAL

6



teaching, and 24 percent in administration (Table 51). Those in nurse midwifery and nurse anesthesia had the highest proportions in patient care (83 percent and 85 percent, respectively, the highest concentrations of any of the specialty areas in any of the primary areas of responsibility). Only 50 percent of those with a masters degree in administration stated that administration was their primary responsibility, but another 15 percent listed supervision.

Figure 24



Nurse Practitioners

There are 1,482 RNs among the survey respondents who are also licensed as nurse practitioners. Nearly 97 percent of these are employed in nursing. The gender and age distribution of nurse practitioners is the same as it is for all RNs (96 female percent and 4 percent male, with approximately 48 percent under age 40). The racial/ethnic distribution, however, shows that a higher proportion of practitioners are white and smaller proportions are either Asian or black, while the proportions of Native Americans, Puerto Ricans, and other Hispanics are nearly the same as the overall population of RNs. (Tables 53 thru 56).

However, nurse practitioners do differ from the general population of RNs in the area of professional education. A higher proportion of practitioners received their basic preparation in bachelors or generic masters degree programs. Whereas 73 percent of all RNs attended a diploma or associate degree program for their basic preparation, only 51 percent of practitioners did so. Similarly, 57 percent of all RNs have a diploma or an associate degree as their highest degree, while only 21 percent of practitioners do. In fact, 46 percent of nurse practitioners have a masters degree in nursing as their highest degree. (Tables 57 and 58).



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Table 53

NURSE PRACTITIONERS BY EMPLOYED IN NURSING

EMPLOYED IN NURSING NOT EMPLOYED IN NURSING		PERCENT 96.8% 3.2%
TOTAL	1.482	100.0%

Table 54

NURSE PRACTITIONERS BY GENDER

		PERCENT.
MALE	1,399	3.6% 96.4%
TOTAL	1,451	100.0%

Table 55

NURSE PRACTITIONERS BY AGE GROUPS

18 TO 24 25 TO 29 30 TO 34 35 TO 39 40 TO 44 45 TO 49 50 TO 54 55 TO 59 60 TO 64 65 & OVER	NUMBER 1 101 246 358 281 188 160 76 42	PERCENT .1% 6.9% 16.8% 24.5% 19.2% 10.9% 5.2% 2.9% .6%
TOTAL	1.462	100.0%

Table 56

NURSE PRACTITIONERS BY RACIAL/ETHNIC ORIGIN

		PERCENT
NATIVE AMERICAN	18	1 27
BLACK	99	6.7%
PUERTO RICANOTHER HISPANIC	22 11	1.5%
WHITE	1,318	89.7%
TOTAL.	1 469	100 0%

6.



Table 57

NURSE PRACTITIONERS BY BASIC NURSING PREPARATION

n - n - 14.	NUMBER	PERCENT
DIPLOMA. ASSOCIATES DEGREE	481	32.6%
BACHELORS DEGREE	268	18.5%
GENERIC MASTERS DEGRÉE	162	11 6%
		71.00
TOTAL	1,475	100.0%

Table 58

NURSE PRACTITIONERS BY HIGHEST DEGREE HELD

D.T.D.T. C.V.	NUMBER	PERCENT
DIPLOMA	208 104 253	14.3%
BACHELORS-OTHER MASTERS-NURSING	672	6.8% 46.3%
MASTERS-OTHER DOCTORATE-NURSING DOCTORATE-OTHER	100 3 13	6.9% .2% .9%
TOTAL	1.451	100.0%

Table 59

NURSE PRACTITIONERS BY PRIMARY RESPONSIBILITY

	NUMBER	PERCENT
PATIENT CARE	943	70.8%
TEACHING SUPERVISION	/8 /5	5.9%
ADMINISTRATION	49	₹.4%
RESEARCH	ĭź	1.3%
CONSULTATION	35	2.6%
OTHER	144	10.8%
TOTAL	1,331	100.0%

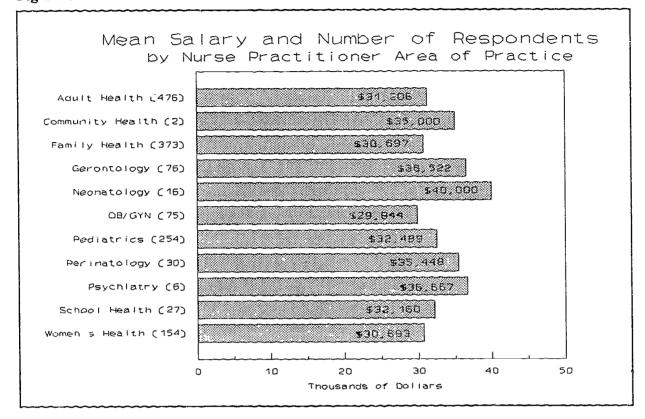
Table 60

NURSE PRACTITIONERS BY PRIMARY EMPLOYMENT SETTING

HOODIMAL (TV DAMESTON)	NUMBER	PERCENT
HOSPITAL (IN-PATIENT) HOSPITAL (OUT-PATIENT)	. 266	19.2%
NURSING HOME	4.8	23.5%
SCHOOL OF NURSING. SCHOOL HEALTH SERVICE	. ,48	3.5%
PHYSICIANS OFFICE	. 156	14.3%
COMMUNITY PUBLIC HLTH ACY	. 141	10.2%
INDUSTRY	16	11.2%
ARMED SERVICES	2	.1%
DIAGNOSTIC OR TREATMENT CTR	. 134	9.7%
TEMPORARY AGENCY OTHER HEALTH FIELD	. ရှင်	6.1%
NON-HEALTH FIELD	. 3	3∶2%
TOTA	~~~~	100 08
TOTAL	. ↓,383	100.0%



Figure 25



Almost 71 percent of practitioners are reported patient care as their primary responsibility, compared with 66 percent of all RNs. The proportion of practitioners involved in supervision or administration is less than what it is for these two areas among all RNs. Where 60 percent of all RNs are employed in inpatient hospital settings, only 19 percent of practitioners are. Practitioners are employed in higher proportions in outpatient settings, school health services, physicians offices, community public health agencies, and diagnostic or treatment centers. These settings are indicative of more independent practice than is traditionally found among RNs. (Tables 59 and 60).

Just over 38 percent of all RNs are employed in the major practice areas of critical care and medical-surgical practice, but only 15 percent of practitioners are found in these two areas. Practitioners are more highly concentrated in such areas as family health, pediatrics, and obstetrics/gynecology. (Table 61).

Whereas just under two-thirds of all RNs reported they had no plans to leave nursing, 82 percent of practitioners said they had no plans to leave and smaller proportions than in the overall population of RNs were uncertain or definite about leaving. (Table 62).



Table 61

NURSE PRACTITIONERS BY MAJOR PRACTICE AREA

OD THE GAL GARD	NUMBER	PERCENT
CRITICAL CARE	42 164	3.1%
GERONTOLOGY	194	6.8%
FAMILY HEALTH	164	11.9%
MATERNAL-CHILD	36	2.6%
OBSTETRICS/GYNECOLOGY	247	18.0%
PEDIATRICS	228	16.6%
NURSE MIDWIFERY	6 29	.4%
OCCUPATIONAL HEALTH.		2.1%
REHABILITATION	12	.9%
COMMUNITY PUBLIC HEALTH.	35	2.5%
SCHOOL NURSING.	79	5.8%
PSYCHIATRIC MENTAL HEALTH	43	3.1%
OTHER	194	14.1%
TOTAL	1,373	100.0%

Table 62

NURSE PRACTITIONERS BY ANTICIPATE LEAVING NURSING

YES, LEAVING NURSING NO, NOT LEAVING DON'T KNOW-UNCERTAIN	NUMBER 52 1,145 200	PERCENT 3.7% 82.0% 14.3%
TOTAL	1,397	100.0%

Nurse practitioners are not distributed across the State in accordance with the general distribution of RNs. Practitioners are more heavily concentrated in the Central and Genesee Valley regions of the State, and especially in the urban counties of Monroe and Onondaga (Rochester and Syracuse, respectively). Whereas Monroe County has approximately 5.5 percent of all RNs in the State, it has nearly 11 percent of the practitioners; Onondaga County has just under 4 percent of all RNs, but 12 percent of practitioners. The relative proportions of practitioners fall off as one travels east and south from Buffalo to New York City (Figure 23 and Table 63).

The salaries reported by nurse practitioners, however, do not differ much from the salaries reported by all RNs. Even though nearly one-half of practitioners hold masters degrees in nursing and the mean salary for RNs holding that degree is \$40,500, only nurse practitioners in neonatology reported salaries high enough to average \$40,000. The number of respondents who are practitioners is shown in Figure 24 with the average salary for each of the twelve areas of practice (Table 64).



60

Table 63

NURSE PRACTITIONERS BY COUNTY AND REGION

	NUMBER	PERCENT		NUMBER	PERCENT
TTO COMPONE			NORTHEAST		
WESTERN	1	.1%	ALBANY	28	2.0%
ALLEGANY	1 2	.1%	CLINTON	10	. 7%
CATTARAUGUS	9	.7%	COLUMBIA	1	. 1%
CHAUTAUQUA				i	. 1%
ERIE	126	9.1%	ESSEX	i	. 1%
NIAGARA	7	. 5%	FULTON	2	. 1%
	1/6	10 5	GREENE	4	.3%
REGION TOTAL	145	10.5%	HERKIMER	1	.1%
			MONTGOMERY	41	3.0%
GENESEE VALLEY		0.84	ONEIDA	12	.9%
CHEMUNG	11	. 8%	RENSSELAER		.5%
GENESEE	2	.1%	SARATOGA	7	
LIVINGSTON	3	.2%	SCHENECTADY	12	.9%
MONROE	147	10.7%	SCHOHARIE	2	.1%
ONTARIO	9	. 7%	WARREN	6	. 4%
ORLEANS	2	. 1%	WASHINGTON	3	. 2%
SENECA	3	.2%			0
STEUBEN	4	. 3%	REGION TOTAL	131	9.5%
WAYNE	6	. 4%			
YATES	5	.4%	MID-HUDSON		
			DUTCHESS	20	1.4%
REGION TOTAL	192	13.9%	ORANGE	30	2.2%
			ROCKLAND	12	.9%
CENTRAL			SULLIVAN	2	.1%
BROOME	29	2.1%	ULSTER	2	.1%
CAYUGA	9	. 7%	WESTCHESTER	54	3.9%
CHENANGO	6	. 4%			
CORTLAND	7	. 5%	REGION TOTAL	120	8.7%
DELAWARE	3	. 2%			
MADISON	3	. 2%	NEW YORK CITY		
ONONDAGA	164	11.9%	NEW YORK	194	14.1%
OSWEGO	20	1.4%	BRONX	81	5.9%
OTSEGO	11	. 8%	KINGS	45	3.3%
TIOGA	8	. 6%	QUEENS	33	2.4%
TOMPKINS	21	1.5%	RICHMOND	5	.4%
TOPIC KIND	21	1.5%	RIGIDIOND	_	
REGION TOTAL	281	20.4%	REGION TOTAL	358	25.9%
NORTHERN			LONG ISLAND		
NORTHERN	3	. 2%	NASSAU	41	3.0%
FRANKLIN	_	. 2 % . 9 %	SUFFOLK	81	5.9%
JEFFERSON	12		DULLOFY	01	J.76
LEWIS	1	.1%	DECTON TOTAL	122	8.8%
ST. LAWRENCE	15	1.1%	REGION TOTAL	122	0.0%
REGION TOTAL	31	2.2%			
REGION TOTAL	ΣI	4.4	GRAND TOTAL	1,400	100.0%
			GIGHT TOTAL	1,400	200.07



Table 64

NURSE PRACTITIONERS BY SPECIALTY

	NUMBER	PERCENT	MEAN SALARY
ADULT HEALTH	476	32.0%	\$31,206
COMMUNITY HEALTH	2	.1%	\$35,000
FAMILY HEALTH	373	25.17	\$30,697
GERONTOLOGY	76	5.1%	\$36,522
NEONATOLOGY	16	1.1%	\$40,000
OBSTETRICS/GYNECOLOGY	75	5.0%	\$29,844
PEDIATRICS	254	17.1%	\$32,489
PERINATOLOGY	30	2.0%	\$35,448
PSYCHIATRY	6	.4%	\$36,667
SCHOOL HEALTH	27	1.8%	\$32,160
WOMEN'S HEALTH	154	10.3%	\$30,693
TOTAL	1 489	100 0%	\$31, 701





APPENDIX

Table A-1

DISTRIBUTION BY COUNTY PER 1989 RN SURVEY (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	Total	Full Time	Part Time	Full Time	Part Time
ALBANY ALLEGANY BRONX BROOME CATTARAUGUS CAYUGA CHAUTAUQUA CHEMUNG CHENANGO CLINTON COLUMBIA CORTLAND DELAWARE DUTCHESS ERIE ESSEX FRANKLIN FULTON GENESEE GREENE HAMILTON HERKIMER JEFFERSON KINGS LEWIS LIVINGSTON MADISON MONROE MONTGOMERY NASSAU NEW YORK NIAGARA ONEIDA ONONDAGA ONTARIO ORANGE ORLEANS OSWEGO OTSEGO PUTNAM OUEENS RENSSELAER RICHMOND ROCKLAND SARATOGA SCHENECTADY SCHUYLER SENECA STEUBEN ST	2041248570490271036933882586621413651395052815630797909653009967281563079790965300996530099653009965300996931 27723149523222134333037014432919631 277231495232221343433037014432919631 277231495232223134333037014432919631 277231495232223134333037014432919631 277231495232223134333037014432919631 277231495232223134333037014432919631 277231495232223134333037014432919631 27723149523223134333037014432919631 277231495232223134333037014432919631 2772314952322231343330370144323101432 6 21 1 8 6 6 88124 2 6 21 1 8 6 6 88124 2 6 21 1 8 6 6 88124 2 6 21 1 8 6 6 8 8 124 2 6 21 1 8 6 6 8 8 124 2 6 21 1 8 6 6 8 8 124 2 6 21 1 8 6 6 8 8 124 2 6 21 1 8 6 6 8 8 124 2 6 21 1 8 6 6 8 8 124 2 6 21 1 8 6 6 8 8 124 2 6 21 1 8 6 6 8 8 124 2 6 21 1 8 6 6 8 8 124 2 6 21 1 8 6 6 8 8 124 2 6 2 1 1 8 6 6 8 8 124 2 6 2 1 1 8 6 6 8 8 124 2 6 2 1 1 8 6 6 8 8 124 2 6 2 1 1 8 6 6 8 8 124 2 6 2 1 1 8 6 6 8 8 124 2 6 2 1 1 8 6 6 8 8 124 2 6 2 1 1 8 6 6 8 8 124 2 6 2 1 1 8 6 6 8 8 1 1 1 1 1 1 1 1 1 1 1 1 1	124105830758950278227534207829776888931545597050578674639054147 11 41313356132114612121 257 115236849521231753237 14522 3531244 15 5 3 55 12 1 4 11 5 4 11	T 1, 871122 11 89 1 10 610646327 111538625 2101 132 18 1 2 32 1 1 1 3 871122 11 89 1 10 610646327 111538625 2101 132 18 1 2 32 1 1 3 1 3 1 3 1 1 1 1 1 1 1 1 1	%%%%%%%%%%%%%%%%%%%%%%%%%%%%%%%%%%%%%%	%%%%%%%%%%%%%%%%%%%%%%%%%%%%%%%%%%%%%%
IGIES	,,	٥,		22.4	. =



Table A-2

REGENT'S REGION, COUNTY OF EMPLOYMENT AND RACIAL/ETHNIC ORIGIN (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

CATTARADGUS 468 7 1 1 1 255 CHAQUTAUQUA 869 3 1 1 1 6 8 1 1 4 5 6 8 1 1 1 1 4 5 6 8 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	E	WHIT	OTHER HISPANIC	PUERTO RICAN	BLACK	ASIAN	MATIVE AMERICAN	TOTAL	WESTERN
CHAUTAUQUA. 869 3 22 305 14 16 8,133 16 4 19 2 2 31,283 17 206 11 4 19 2 2 3 1,283 17 206 11 4 19 2 2 3 1,283 17 206 11 4 19 2 2 11 11,199 12 11 1,199 12 1,199	7	25	1		1	1	2	261 468	ALLEGANY CATTARAUGUS
REGION TOTAL 10,237 11 46 160 16 22 9,982 CENTRAL BROOME 1,876 1 10 2 1 1 1,876 CHANAGO 1 1,87	1 2 17	8,13 1,28		$1\frac{1}{2}$	305	22	29 16	8,518 1,331 1,206	CHAUTAUQUA ERIE NIAGARA
GENESEE VALLEY CENUNG CENUSEE 428 2 1 1 3 1 4 94 275 275 275 276 0016866 6 172 001686 6 172 001686 6 172 001686 1 2 2 10 1 4 94 275 001686 001687 00			21	17		27		11,653	
CRIEANS CRICKEN SCHUYLER SCHUYLER SCHUYLER SSTEUBEN CRIEAN CRICKEN CRI		94 42 27			139	2 1 36	1 2 1 6	428 275 6,172	LIVINGSTON
REGION TOTAL 10,237 11 46 160 16 22 9,982 CENTRAL BROOME 1,876 10 9 5 1,852 CHENANCO 1471 1 4 9 2 1 165 CRILAND 247 DELAWARE 269 1 1 1 266 ONONDACA 4,316 7 32 49 3 3 4,222 ONONDACA 4,316 7 32 49 3 3 4,222 ONONDACA 4,316 7 32 49 3 3 4,222 OTHER OF THE ORDER 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2120	73 14 8 22		1		1		142 83 222 740	ORLEANS SCHUYLER SENECA STEUBEN
REGION TOTAL 10,237 11 46 160 16 22 9,982 CENTRAL BROOME 1,876 10 9 5 1,852 CHENANCO 1471 1 4 2 1 46 CORTLAID 247 DELAWARE 269 1 1 1 24 MADISON 288 7 32 49 3 3 4,222 ONONDACA 4,316 7 32 49 3 3 4,222 OSWEGO 413 1 1 20 OTSEGO 4413 1 1 20 OTSEGO 4413 1 1 477 TOMPKINS 460 5 4 1 477 REGION TOTAL 9,175 15 56 66 7 12 9,015 NORTHERN FRANKLIN 319 7 1 1 1 3000	4	37	i		4	•	1	3 <u>8</u> 0	WAYNE YATES
MADISON 288 1 1 286 ONONDAGA 4,316 7 32 49 3 3 4,222 OSWEGO 487 3 1 1 41 1 47 OTSEGO 487 3 3 2 1 1 47 TOMFKINS 460 5 4 1 47 REGION TOTAL 9,175 15 56 66 7 12 9,019 NORTHERN FRANKIN 319 7 1 1 1 309			22	16	160	46	11	10,237	REGION TOTAL
MADISON 288 1 1 286 ONONDAGA 4,316 7 32 49 3 3 4,222 OSWEGO 487 3 1 1 41 1 47 OTSEGO 487 3 3 2 1 1 47 TOMFKINS 460 5 4 1 47 REGION TOTAL 9,175 15 56 66 7 12 9,019 NORTHERN FRANKIN 319 7 1 1 1 309	2367	1,85 46 18 24	5 1 1	2		10	1	247	CENTRAL BROOME CAYUGA CHENANGO CORTLAND DELAWARE
OTSEGO	5	28	3	3	1	3 ¹ / ₂	,	288 4,316	MADISONONONDAGA
REGION TOTAL 9,175 15 56 66 7 12 9,019 NORTHERN FRANKLIN 319 7 1 1 1 309	ģ	7,41	ĭ			1 3	1 3	413	
NORTHERN FRANKLIN	Ô	14 47		1	4	5	1	480	
NORTHERN FRANKLIN	9	9,01	12	7	66	56	15	9,175	
57 ¹¹ 1 to be to be the time to the time	9 6 1	30 68 11	ì	1	5	1 3 1	7 2	697	NORTHERN FRANKLIN. JEFFERSON LEWIS
PECION TOTAL				,	5				
NORTHEAST	9	1,85	4					-	NORTHEAST
NORTHEAST ALBANY CLINTON 550 3,735 555 84 513 3,573 COLUMBIA 1544 ESSEX 101 1 1 4 1 345 EVITOR 1 190	3 4 5	3,57 54 34	1	5		55 2 1		3,735 550 351 191	CLINTON COLUMBIA ESSEX
GREENE	2 3 1	28 18 2	2	2	1		1	285 187 23	FULTON GREENE HAMILTON HERKIMER
MONTGOMERY 344 Î 2 Î 373 ONE ÎDA : 1 2 Î 345 ONE ÎDA : 1 2 Î 345	3 0 2 6	29 34 2,01 95	1 5 1	2 1	$1\frac{1}{2}$	3	1 3 1	2,038 968	MONTGOMERY
SCHENECTADY 1,332 1 7 10 1 5 1,338 SCHENBARIE 113 1 1 1 1 10 MASSIBLATION	9 8 0 2	1,30 1,30 59			1	7 1 1		113	SCHORAKIE
REGION TOTAL 11,854 22 77 124 12 31 11,588			31			77			
MID-HUDSON	0	-					2	2 254	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	8 3 7	1,59	14	11 29 22 22	40 12.5			1,925	ORANGE PUTNAM ROCKLAND SULLIVAN
ULSTER	7	37 88	1 3	43	11	15 509	11	920	ULSTER WESTCHESTER
REGION TOTAL 14,126 19 774 749 109 74 12 401								•	REGION TOTAL
NEW YORK CITY					4 425	2 070	43	18 020	NEW YORK CITY
NEW YORK CITY NEW YORK 18,020 43 3,878 4,425 529 343 8,802 BRONK 5,023 11 907 1,808 282 99 1,916 OUEENS 6,190 8 775 3,122 126 126 2,662 RICHMOND 2,177 5 1,66 1,495 86 106 3,384 RICHMOND 2,177 5 1,66 7,4 25 15 1,892	262 42	8,80 1,91 2,56 3,38 1,89	126 106	282 126 86 25	1,808 3,122 1,495	1,100 1,100	11 19 19 5	5,023 6,719 6,190 2,177	BRONX KINGS QUEENS RICHMOND
REGION TOTAL 38,129 86 6,826 10,924 1.048 689 18.556							86		REGION TOTAL
LONG ISLAND NASSAU 8,357 13 297 521 40 54 7,432 SUFFOLK 8,248 13 147 292 87 51 7,658	2 8	7,43; 7,65	54 51	40 87	521 292	297 147	13 13	8,357 8,248	SUFFOLK
REGION TOTAL 16,605 26 444 813 127 105 15,090			105	127					
TOTAL RESPONSES 113,770 251 8,265 13,190 1,339 958 89,767 TOTAL NON RESPONSES 6,780	7	89,76	958	1,339	13,190	8,265	251	-	



Table A-3

REGENTS REGION, COUNTY OF EMPLOYMENT AND FULL-TIME / PART-TIME EMPLOYMENT

(RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	mom + *	FULL	PART		TOTAL	FULL TIME	PART TIME
	TOTAL	TIME	TIME		TOTAL	TIME	TIME
WESTERN				NORTHEAST			
ALLEGANY	260	172	88	ALBANY	3,742	2,431	1,311
CATTARAUGUS	472	350	122	CLINTON	550	377	173
CHAUTAUQUA	868	598	270	COLUMBIA	354	225	129
ERIE	8,537	5,630	2,907	ESSEX	191	132	59
NIAGARA	1,334	837	497	FULTON	283	188	95
WYOMING	209	144	65	GREENE	189	122	67
WICHING	207	***	• • • • • • • • • • • • • • • • • • • •	HAMILTON	23	17	6
REGION TOTAL	11,680	7,731	3,949	HERKIMER	293	225	68
REGION TOTAL	11,000	7,751	0,747	MONTGOMERY	346	212	134
CRUDGRE WALLEY				ONEIDA	2,041	1.436	605
GENESEE VALLEY	055		202	RENSSELAER	975	595	380
CHEMUNG	955	663	292		601	370	231
GENESEE	426	272	154	SARATOGA		755	580
LIVINGSTON	275	180	95	SCHENECTADY	1,335		
MONROE	6,186	3,568	2,618	SCHOHARIE	116	80	36
ONTARIO	736	508	228	WARREN	595	350	245
ORLEANS	141	113	28	WASHINGTON	243	145	98
SCHUYLER	83	55	28				
SENECA	220	177	43	REGION TOTAL	11,877	7,660	4,217
STEUBEN	737	498	239		•		
WAYNE	380	224	156	MID-HUDSON			
	99	57	42	DUTCHESS	2,262	1,405	8 5 7
YATES	"	37	72	ORANGE	2,065	1,299	766
nnatou momit	10 000	(215	2 002		375	184	191
FEGION TOTAL	10,238	6,315	3,923	PUTNAM		1,287	651
				ROCKLAND	1,938		105
CENTRAL				SULLIVAN	399	294	
BROOME	1,881	1,131	750	ULSTER	926	559	367
CAYUGA	474	305	169	WESTCHESTER	6,250	4,441	1,809
CHENANGO	187	130	57		_		
CORTLAND	249	178	71	REGION TOTAL	14,215	9,469	4,746
DELAWARE	270	189	81				
MADISON	288	197	91	NEW YORK CITY			
ONONDAGA	4.323	2,938	1.385	NEW YORK	18,311	15,627	2,684
OSWEGO	413	271	142	BRONX	5,124	4,324	800
OTSEGO	489	345	144	KINGS	6,858	5,774	1,084
TIOGA	140	96	44	QUEENS	6,290	4,785	1.505
TOMPKINS	479	303	176	RICHMOND	2,192	1,319	873
TOPIFKINS	4/7	303	170	RICHEOND	2,172	2,027	0,0
REGION TOTAL	9,193	6,083	3,110	REGION TOTAL	38,775	31,829	6,946
NORTHERN				LONG ISLAND			
FRANKLIN	320	237	83	NASSAU	8,452	5,399	3,053
JEFFERSON	698	513	185	SUFFOLK	8,297	5,277	3,020
	112	82	30	OUI OUR	-, -,	-,	-,020
LEWIS ST. LAWRENCE	759	566	193	REGION TOTAL	16,749	10,676	6,073
SI. EAWRENCE	, , ,	300	175	ABOTON TOTAL	20,, ()	10,070	0,0,0
REGION TOTAL	1,889	1,398	491				
				TOTAL RESPONSES	114,719	81,240	33,479
				TOTAL NON DESDONSES	5 921		
				TOTAL NON RESPONSES	5,831		



Table A-4

REGENTS REGION, COUNTY OF EMPLOYMENT AND BASIC NURSING PREPARATION (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	TOTAL	DIPLOMA	ASSOCIATE DEGREE	S BACHELORS	GENERIC MASTERS DEGREE
WESTERN ALLEGANY CATTARAUGUS CHAUTAUQUA ERIE NIAGARA WYOMING	262 4688 8,507 1,329	108 224 354 3,467 457 88	121 1770 2,595 2,598	33 666 2,379 2,290 2,22	4 69 1
REGION TOTAL	11,641	4,695	3,954	2,910	82
GENESEE VALLEY CHEMING GENESEE LIVINGSTON MONROE ONTARIO ORLEANS SCHUYLER SCHUYLER STEUBEN HATES VATES	9 52746 42746 42746 6 , 77462 1 4821 223788 3 799	2, 2 2, 2 2, 2 2, 2 1314580	270 1974 1,688 348 359 377 305 156 28	799 3368 1,9685 1227 843 31	3 64 1 1 1 2
REGION TOTAL	10,196	4,364	3,238	2,519	75
CENTRAL BROOME CAYUGA CHENANGO CORTIAND DELAWARE MADISON ONONDAGA OSWEGO OTSEGO TIOGA TOMPNINS	1,87778 87878 22786533 4,34185 4,48148	1,238979 112379 1221881 2,221881	547 198 117 111 1118 1,1943 161 192	2 9 3 3 3 9 5 8 9 4 3 1 2 9 2 9 3 3 3 9 5 8 9 1 2 9 2 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	17 22 11 40 27 17
REGION TOTAL	9,162	4,549	2,875	1,658	80
NORTHERN FRANKIIN JEFFERSON LEWIS ST. LAWRENCE REGION TOTAL	320 694 112 756 1,882	152 322 51 385 910	119 299 46 281 745	47 72 15 88 222	2 1 2 5
NORTHEAST ALBANY CLINTÓN COLUMBIA ESSEX FULTON GREÈNE HAMILTON HER THER MONTGOMERY ONEIDA RENSSELÄER SARATOGA SCHOHARIE WARREN WASHINGTON	3,733 347 1284 1889 230470 230470 1,316 590 1,316 590 2,44	1,6766 1862 1937 1787 1,502 26846 250 2116	1,32,4 1,29,66 1,72,666 85,21,23,1 1,39,21,23,1 1,39,21,23,1 2,21,23,1 4,40,0 9,5	700 1181 314 324 205 32 239 1407 2202 174 32	3 26112 1 8655,461
REGION TOTAL	11,845	5,784	4,164	1,822	75
MID-HUDSON DUTCHESS ORANGE PUTNAM ROCKIAND SULLIVAN ULSTER WESTCHESTER REGION TOTAL	2,255 2,371 1,323 1,3924 6,219	991 702 1769 146 413 2,636	1,061 1,061 788 200 384 1,799	321 277 75 370 48 121 1,647	13 22 1 16 5 137
	14,153	5,813	5,281	2,859	200
NEW YORK CITY NEW YORK BROWN KINGS OUEENS RICHMOND	18,137 5,101 6,256 2,184	6,518 1,788 2,811 2,493 846	3,968 1,450 2,044 1,838 849	7,240 1,740 1,830 1,845	411 123 90 80 21
REGION TOTAL	38,453	14,456	10,149	13,123	725
LONG ISLAND NASSAU SUFFOLK	8,413 8,261	2,965 3,440	2,591 2,903	2,743 1,823	114 95
REGION TOTAL	16,674	6,405	•	4,566	209
TOTAL RESPONSES	114,109	47,018	35,937	29,701	1,453
TOTAL NON RESPONSES	6,441				



Table A-5

REGENTS REGION, COUNTY OF EMPLOYMENT AND HIGHEST DEGREE HELD (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

	TOTAL	DIPLOMA	ASSOCIATES DEGREE	BACHELORS NURSING	BACHELORS OTHER	MASTERS NURSING
WESTERN ALLEGANY	259 465	83 191	107	40	14	10
CATTARAUGUS CHAUTAUQUA	465 864	191 313 2.776	107 163 357 2,292 2,527	40 63 117 2,382 2,397	141 2333 333 333	10 19 467
ERIE NIAGARA	8,451 1,321	2,313 2,776 394	2, 252	2,382	331 38	467
WYOMING	1,206	ว์ ซี	~ 8 9	2 24	- 9	4
REGICA TOTAL	11,566	3,835	3,535	2,923	451	547
GENESEE VALLEY CHEMUNG GENESEE LIVINGSION MONROE ONTARIO ORLEANS SCHUYLER SENECA STUBEN WAYNE VATES	953	508	242	93	48	26
GENESEE.	953 421 275	508 133 139	242 179	93 75	48 15 10	14
MONROE	6,082	1.848	1,486	1,818	307 27	450
ONTARIO	729 142	219	1,486 1,486 1,322 57	-, 1 <u>2</u> 7 31 12	2/ 3	26 14 450 223
SCHUYLER	83 222	29	34 71	33	10	4
STEUBEN	7 <u>3</u> 7 375	305	278 136	95 70 27	27 20	12 3 8
ŸATES:	98	134	136 23	źř	26	ĕ
REGION TOTAL	10,117	3.502	2,894	2,425	478	552
CENTRAL BROOME	1 877	862	458	325	95	80
CAYUGA	1,877 469	202 71 82	168 60 97	52 36 35	95 22 8 22 21	80 15 89 86
CORTLAND	185 248 267	ģţ	97 99	35 39	22	ž
MADISON	287	. 94	100	žá	16	2.6
ONONDAGAOSWEGO	4,282	1,689 194 158	972 124	993 57	249 20	250
CENTRAL BROCME CAYUGA CHENANGO CORTLAND DELAWARE MADISON ONONDAGA OSWEGO OTSEGO TIGGA	485 140	158	124 22	113 29 81	40	250 8 32 11 29
TIOGA TOMPKINS	140 475	72 151	153	81	44	
REGION TOTAL	9,120	3,670	2,377	1,817	542	456
NORTHERN FRANKLIN JEFFERSON LEWIS ST. LAWRENCE	318	133 270	107 273	5 <u>1</u> 90	_8	10 15
JEFFERSON	318 687 110	44	273 45	90 17	26 2 44	15 1 8
	1,10 1,53	333				
REGION TOTAL NORTHEAST ALBANY CLINTON COLUMBIA ESSEX FULTON GREENE HAMALTON	1,868	780	672	252	80	34
NORTHEAST ALBANY	3.706	1,328	1.084	725	247	189
CLINTON	3,706 539 350	'211	1,084 166 129	98 25	247 34 21 14	20 8
ESSEX	121	161 79 118	102	725 98 25 36 27 29	14 21	Ž
GREENE	189	77	65	29	12	á
COLUMBIA ESEX FULTON GREERE HAMILTON HERKIMER MONTGOMERY ONE 10A RENSSELAER SÄRÄTOGA SCHOHARIE WARREN	291	1 <u>5</u> 3	. 76	42	11	1890 8293 136
MONTGOMERYONEIDA	2,031	174 813	123 563	400	136	62 40
RENSSELAERSARATOGA	7966 599	4 1 3 2 2 8	281 202	161	39 43	20
SCHENECTADY	1,331 116	398	379 41	230	69	33
WARREN WARREN	594 240	212 102	230 81	. 82 33	36 11	33 2 21 9
WASHINGTON	11,791	4,721				428
	•	•	·	•		
MID-HUDSON DUTCHESSORANGE	2,249 2,054 369 1,923	798 556		380 308	190	6 <u>1</u> 67
ORÂNGE PUTNAM ROCKLAND	1 369	143	بُرِّةً	280	127 183	7.6 7.8
SULLIVAN ULSTER	-'397	122	175	152	33	78 29
ULSTER. WESTCHESTER	6,183	350 1,823		1,612	-11	453
REGION TOTAL	14,094	4,322	4,284			702
NEW YORK CITY NEW YORK BRONX KINGS OUGENS RICEFOND	7 001	£ 100	2 020	, , , , , , ,	1 670	1 514
BRONX	5;055	4,188 1,163 1,717	1,079	6,51; 1,58 1,90	. 1,578 484 767	1,514 432 440
KINGS	7,891 5,055 6,740 6,204 2,166	1:71	3,035 1,075 1,511 1,481	1,907	767 2 561	440 334 121
REGION TOTAL	38,056	9,397	7,817	12,30	3,570	2,841
LONG ISLAND NASSAU SUFFOLK	8,353 8,199	2,163 2,48	2,145 2,45	2,689 1,88	579 693	440 326
	16,552	4,64	4,60			
REGION TOTAL	112 264	24 00	20 700	າ ວວ່າວ.	? ឆ २६०	4224
TOTAL RESPONSES TOTAL NON RESPONSES			3 29,789	29,32	8,350	6,336



Table A-5 (Continued)

REGENTS REGION, COUNTY OF EMPLOYMENT AND HIGHEST DEGREE HELD (RNS EMPLOYED IN NURSING IN NEW YORK STATE)

UTCTTTN	MASTERS OTHER	DOCTORATE NURSING	DOCTORATE OTHER
WESTERN ALLEGANY CATTARAUĞÜS CHAUTAUQUA ERIE NIAGARA WYOMING	17 18 150 22 2	6	1 47 4
REGION TOTAL	215	6	54
GENESEE VALLEY CHEMING CHARLESTON MONROE ONTAKIO ORLEANS SCHUYLER SENECA STEUBEN WAYNE YATES	364 104 1347 1348 188	16	1 23 1 1 2
REGION TOTAL	222	16	28
	46 10 23	3	8
CENTRAL BROOME CAYUGA CHENANGO CORTLAND DELAWARE MAD TON ONONDAGA CNUBAGA TOMPRINS	109 109 17	4	16 1
REGION TOTAL	17 225	7	26
		,	20
NORTHERN FRANKLIN JEFFERSON LEWIS ST. LAWRENCE	13 13 25		2
REGION TOTAL	48		2
NORTHEAST ALBANY CLIVATION COLUMBIA ESSEX FULTON GREENE HAMILTON HERKLMER	112 7 5 4 3 1	4 3 1	17 1
GREENE HAMILTON HERKIMER MONTGOMERÝ ONE IDA RENSSELÁÉR SARATOGA SCHENECTÁDÝ SCHENECTÁDÝ WARREN WASHINGTON	51 23 8 21	2	4 8 1
WARREN WASHINGTON:	1 <u>Ž</u>	1	
REGION TOTAL	265	12	31
MID-HUDSON DUTCHESS. ORANGE PUTNAM ROCKLAND SULLTVAN ULSTER WESTCHESTER	62 53 86 23 268	3 4 3 3	2 1 3 1 2 21
REGION TOTAL	505	44	31
NEW YORK CITY NEW YORK BRONX KINGS OUEENS RICHIOND	889 265 353 257	77 28 25 11	95 20 23 11
REGION TOTAL	1,826	144	156
LONG ISLAND NASSAU SUFFOLK	278 319	38 14	22 18
REGION TOTAL	597	52	40
TOTAL RESPONSES	3,907	281	368



Table A-6

RNS EMPLOYED IN NURSING IN NEW YORK STATE BY REGENTS REGION, COUNTY OF EMPLOYMENT AND ANTICIPATE LEAVING NURSING

	TOTAL	LEAVING NURSING	NOT LEAVING NURSING UNCERTAIN	
WESTERN ALLEGANY CATTARAUGUS CHAUTAUQUA ERIE NIAGARA WYOMING	2451 4539 83314 1,201	17 23 49 501 99	178 319 5666 5,9424 139	1,867 1,867 1,881 48
REGION TOTAL	11,354	703	8,071	2,580
GENESEE VALLEY CHEMUNG GENESEE LIVINGSTON MONGE ONTARIO ORLEANS SCHUZLER SENECA STEUBEN WAYNE YATES	9118 91188 911881 911382 9771382 970617	5677 1716 3744 9254 436 111	632 2883 4,2833 4,4923 1539 1479 2,77	230 1022 1,3622 1,377 277 277 495 1854 19
REGION TOTAL	9,893	590	7,007	2,296
REGION TOTAL CENTRAL BROOME CAYUGA CHENANCO CORTLAND DELAWARE MADISON ONONDAGA OSWEGO OTSEGO TIOGA TOMPKINS	1,8053 174567 22278 4,13967 4,13967 4,3967	1043 642 1642 1642 2548 227 41	1,270 1,327 1173 1798 1,967 2,231 2,251 2,251	430343 4304343 66644030 1222
REGION TOTAL	8,855	527	6,228	2,100
NORTHERN FRANKLIN JEFFERSON LEWIS ST. LAWRENCE	303 673 109 739	18 35 8 58	221 488 75 504	150 126 177
REGION TOTAL	1,824	119	1,288	417
NORTHEAST ALBANY CLINTON COLUMBIA ESSEX FULTON GREENE HAMILTON HERKIMER MONTGOMERY ONEIDA RENSSELAER SARATOGA SCHOHERALD WASHINGTON	3,594 3,594 1,276 1,284 1,337 1,284 1,284 1,284 1,168 1,168 230	198 39 177 113 12 26 24 134 372 96 36	2,537 2353 2411 1161 187 2,440 1,6666 3890 475 171	819314702151272635 4422722635 14551272635
REGION TOTAL	11,415	688	8,069	2,658
MID-HUDSON DUTCHESS ORANGE PUTNAM ROCKIAND SULLTER WESTCHESTER	2,151 1,972 1,827 1,827 881 5,906	167 143 131 125 29 48 401	1,445 1,325 1,225 1,249 5,879	549 503 71 524 238 1,626
REGION TOTAL	13,476	944	8,924	3,608
NEW YORK CITY NEW YORK BRONX KINGS OUEENS RICHMOND	17,187 4,854 6,406 5,903 2,093	1,629 424 517 484 136	9,941 2,920 3,764 3,623 1,378	5,617 1,510 2,125 1,796 579
REGION TOTAL	36,443	3,190	21,626	11,627
LONG ISLAND NASSAU SUFFOLK	7,999 7,892	545 559	5,437 5,220	2;017 2;113
TOTAL RESPONSES	15,891 109,250	1,104 7,881	10,657 71,932	4,130 29,437
TOTAL NON RESPONSES	11,300	7,001	71,902	27,407



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